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CAUT ACPPU
BULLETIN

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L'éducation dans la mire de l'OMC

Les syndicats et les associations en éducation préviennent que les nouvelles règles auxquelles songe l'Organisation mondiale du commerce assujettira davantage l'enseignement postsecondaire aux exigences de l'entreprise privée.

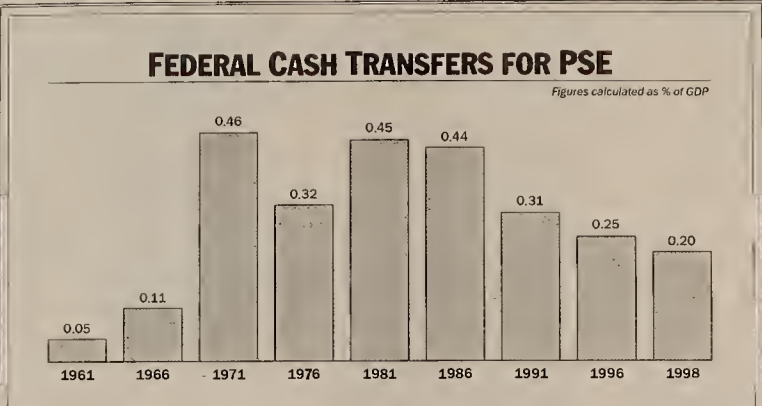
Les observateurs montrent du doigt un document de l'OMC rédigé en préparation des négociations du millénaire qui se tiendront l'année prochaine. Dans ce document, l'OMC considère l'enseignement postsecondaire comme un nouveau marché potentiellement lucratif et prêt à être exploité.

Mentionnant avec fierté l'augmentation des campus annexes, de «l'enseignement virtuel» et de la commercialisation à l'échelle internationale de programmes d'études et de programmes universitaires, l'OMC signale dans ce document que les services offerts en enseignement postsecondaire ont connu une explosion commerciale au cours des récentes années. À titre d'exemple, les exportations américaines des services de l'enseignement supérieur se sont chiffrées à 7 milliards de dollars en 1996 seulement, plaçant les États-Unis au cinquième rang des exportateurs de services.

Néanmoins, l'OMC soutient que la croissance continue de ce marché est gênée par de soi-disant barrières commerciales dans ce secteur. Les sociétés privées qui cherchent à s'assurer une présence commerciale à l'étranger peuvent être limitées dans de nombreux pays par des restrictions imposées au fonctionnement des universités et des collèges privés. D'autre part, selon l'OMC, les établissements privés qui s'implantent dans les pays qui le permettent risquent de faire face à d'autres obstacles. Ainsi, dans certains pays, les étudiants inscrits à des universités ou des collèges privés peuvent ne pas être admissibles à de l'aide financière ou même, selon l'OMC, à des cartes d'autobus subventionnées.

Le document affirme que ces règlements constituent non seulement des pratiques commerciales restrictives mais ils empêchent aussi «l'innovation» au sein des universités et des collèges. L'OMC

Voir L'OMC à la page 4 ☞



CAUT Begins Campaign to Shore Up Funding

The Canadian Association of University Teachers this month launched a major campaign — *Our Universities, Our Future* — to raise public awareness about the impact of reduced government funding on Canada's colleges and universities.

"I think most Canadians will be absolutely shocked when they discover the sheer magnitude of the cuts," said CAUT president Bill Graham. "As a share of the economy, federal cash transfers for post-secondary education are now at their lowest levels in more than 30 years."

Statistics compiled by CAUT reveal that since 1992, federal cash transfers, when adjusted for inflation, have declined from $2.9 billion to $1.6 billion — a walloping 44 per cent. On a constant per capita basis, cash transfers fell from $102 in 1992 to just $54 in 1998. The biggest declines came in 1996 with the introduction of the Canada Health and Social Transfer (CHST) which slashed $7 billion from health, post-secondary education and social services.

"Faculty, students, and their families have borne the brunt of the reductions," added Graham. "Today, there are fewer academic staff, less research support, fewer course offerings, bigger classes, higher tuition fees and more students in debt."

Graham pointed to figures showing that the number of full-time university faculty declined by more than 7 per cent between 1992-93 and 1996-97. Within academic ranks, the largest decline was in the number of assistant professors, down nearly 20 per cent. Over the same period, full-time and part-time student enrolment decreased by just 2 per cent, leading to higher student/faculty ratios.

"The steep cuts to federal transfers have seriously undermined the core functions of teaching and research at our universities and colleges," contends CAUT executive director Jim Turk.

He warned that public funding cuts threaten the integrity and independence of Canada's universities and colleges as administrators increasingly turn to private donors and corporate sponsors who can impose restrictive conditions and, in extreme cases, censor academic research.

"In the past year, we've seen that corporate interests and research ethics can easily conflict," he said, citing the case of Dr. Nancy Olivieri, the University of Toronto clinician who was dismissed when the corporate co-sponsor of her research objected to her findings. Dr. Olivieri was only reinstated after CAUT and the University of Toronto Faculty Association intervened on her behalf.

Turk noted that recent statistics show that as a share of all university operating funds, government funding fell from 74 per cent in 1980 to just 58 per cent in 1997. Meanwhile, private funding doubled over the same period.

"What's troubling about this reliance on private funding is the impact on the type of research conducted," added Graham. "Basic research is a very hard sell in the boardrooms of Canada's biggest corporations."

"The restoration of core public funding is necessary to maintain the quality and autonomy of our universities and colleges and to safeguard academic freedom," argues Turk. "But we also need to scrap the flawed CHST and create a new federal funding mechanism. As a block fund, the CHST does not require the provinces to actually spend the money they receive on post-secondary education."

In place of the CHST, CAUT is proposing that Ottawa create a new targeted Post-Secondary Education Fund. Federal cash transfers should be raised and maintained at 0.5 per cent of GDP – the same level they were in the late 1970s and early 1980s. In the current year, this would require an additional investment of about $2.7 billion for a total cash transfer of $4.5 billion.

CAUT is further proposing that the post-secondary education fund be administered by a federal Post-

See CAMPAIGN Page 7 ☞

Visiting Scholar Opens the Books

Ron Melchers, a leading authority on compensation and benefits in universities, began his term as CAUT's first Visiting Research Fellow in Post-Secondary Study on July 1. Ron's initial work is focussed on longitudinal analysis of university budgets over the past 30 years.

CAUT recently sent each member association a detailed report on its university's budget and how that budget compared to the average of other universities in the same Maclean's comparator group. At the end of September, CAUT will release a detailed study, prepared by Ron, about trends in university revenues and expenditures since 1972.

An associate professor of criminology (criminal justice policy) at the University of Ottawa, Ron has been president and chief negotiator for the Association of Professors of the University of Ottawa and has a long history of involvement in collective bargaining work at CAUT and the Ontario Confederation of University Faculty Associations. Ron holds a doctorate in human resource economics and a DEA in the sociology of labour, both from the University of Aix-Marseille.

CAUT's Visiting Research Fellowship in Post-Secondary Study was established earlier this year. The Fellowship is designed to provide an opportunity for CAUT members with research interests in post-secondary education to work with CAUT for a period of up to one year.

Members interested in this program should contact CAUT's executive director, Jim Turk. ■

Professor Ron Melchers

Nos universités, notre avenir

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Academic Freedom Questioned in the David Kern Affair

"THE freedom to pursue research and the correlative right to transmit the fruits of inquiry to the wider community – without limitations from corporate or political interests and without prior restraint or fear of subsequent punishment – are essential to the advancement of knowledge. Accordingly, principles of academic freedom allow professors to publish research findings that may offend the commercial sponsors of the research, potential donors, or political interests..."[1]

The June issue of the *Bulletin* published the story of David Kern and his pending dismissal from Memorial Hospital, a Brown University-affiliate. Many in the academic community believe Dr. Kern's contract was not renewed as a result of research findings he presented to a medical conference against the wishes of his employer. CAUT urged readers to write to the new president at Brown University, Dr. Gordon Gee, asking him to reverse the termination of Kern's contract. Reprinted below is a copy of a letter sent by Professor Andy Liu, CCAE/CASE 1998 Canadian University Professor of the Year, asking President Gee to choose the defence of academic freedom to the bureaucratically safe policy of risk-aversion. President Gee's reply follows.

Was Brown University Derelict in Duty ...

"President Gordon Gee – You have come to the office of the president at a crucial time. The reputation of Brown University is severely tarnished by its treatment of Dr. David Kern and you must act immediately to defend academic freedom.

"I was flabbergasted at the report of the committee of inquiry convened to hear the appeal of Dr. Kern in his dispute with Microfibres Inc. Although the committee found Dr. Kern's academic freedom had indeed been violated, it concluded the company's motive was merely "to avoid bad publicity and to protect its economic position." I am sure former U.S. President Richard Nixon would have dearly loved to see Watergate hushed up, because it gave him a lot of bad publicity and adversely affected his position, economic and otherwise.

"The motive of Microfibres was understandable, but why did it not see that its heavy-handed approach could only bring about the opposite result? Trying to silence people is extremely short-sighted and will not work, as history has taught us time and again.

"Your former administration's "risk-averse stance" was equally amazing and far more alarming. It abdicated its responsibility of upholding the integrity of your institution. That committee was convened to dismiss Dr. Kern's appeal, not to inquire about its circumstances.

"This case can be productively reopened. It is not too late for Microfibres to realize that having health risks at the worksite is not itself an issue. In fact, it is almost unavoidable. The issue is how the company deals with the situation. It must cooperate, in good faith, with Dr. Kern and Brown University to study "flock worker's lung" and try to solve the problem. Its effort will then be applauded. I am sure the findings will have broader implications industry wide. When these are reported in important conferences, it can only add to the prestige of all concerned parties.

"Please put your stamp on the new administration by doing something which is good for Microfibres, good for Brown University, good for Dr. Kern, and above all, good for academic freedom and the integrity of our institutions."

... Or Staunch Defender of the Faith?

"Professor Andy Liu – As you may not know, the differences between Dr. Kern and his employer, Memorial Hospital, occurred more than a year before I arrived at Brown University. I have, however, thoroughly reviewed the substantial written record, including information provided by Dr. Kern, faculty, administrators and Memorial Hospital. Above all, I am impressed with the complexities of the issues involved and by the high degree of misinformation surrounding the case – misinformation, it appears to me, that persists today.

"I wish to make two points at the outset. First, I want you to know that Brown University's commitment to academic freedom, including the right to publish results of research and other scholarly work, is absolute and unwavering. The full and free exchange of ideas must be the lifeblood of any serious enterprise; and it will continue to be so at Brown.

"Second, I believe it is impossible to understand the Kern case unless the institutional relationships are clear. Dr. Kern was and is an employee of Memorial Hospital, a Brown University-affiliated independent hospital, where he directed the Occupational Health Service. As I understand it, the work Dr. Kern performed for Microfibres Inc. was a fee-for-service arrangement between Memorial Hospital and Microfibres. Brown University was not a party to any agreement and was not consulted before Dr. Kern signed the confidentiality agreement that would later prove so troublesome.

"While I thank you for expressing your concern about Dr. Kern's case, I do not entirely share the belief that Dr. Kern's contract was terminated as a consequence of exercising his right to academic freedom. The written materials I have reviewed in the case paint a very complex and confusing picture, but it is clear the hospital had notified Dr. Kern earlier of its concern that the Occupational Health Service was failing to sustain itself financially. Memorial Hospital had made at least one earlier attempt to offer Dr. Kern an alternative position in another of the hospital's programs.

"Late in 1996, when the School of Medicine received notice of Memorial Hospital's decision not to continue the Occupational Health Service, the university took steps to support Dr. Kern. (I note, parenthetically, that by the time the university became involved in the case, the arrangement between Memorial Hospital and Microfibres had ended and relations between Dr. Kern and his employer were strained.)

"Dean of Medicine & Biological Sciences Donald Marsh, Provost James Pomerantz and ultimately President Vartan Gregorian met with hospital administrators and faculty. Although Memorial Hospital remained firm in its decision not to continue the Occupational Health Service and not to offer Dr. Kern a new five-year contract, it agreed to continued support and technical assistance for the service during the two years remaining in Dr. Kern's contract.

"The dean of medicine and the provost supported Dr. Kern's right to make his finding public, and Dr. Kern did indeed present his research at the American Thoracic Society in May 1997 and published his findings in *Morbidity and Mortality Weekly Reports* and the *Annals of Internal Medicine*.

"At President Gregorian's urging, Memorial Hospital offered to underwrite Dr. Kern's salary for two years at any other health organization that would continue occupational health and safety work. If Dr. Kern did not accept employment elsewhere by June 30, 1999, Memorial Hospital agreed to extend his employment one year beyond the terminal year of his contract.

"It is my understanding that Dr. Kern has been offered full-time employment with another university in this area, which has an occupational health and safety program, but has accepted only a part-time arrangement. Under the extension arrangement, he is entitled to remain at Memorial Hospital until June 2000.

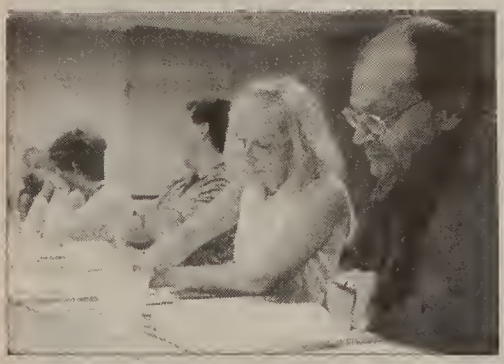
"I am deeply concerned that media reports about Dr. Kern's case continue to contain so much misinformation. Stories about Dr. Kern's "firing" by Brown are unfair and untrue on their face. Indeed, someone recently led a UPI reporter to believe that Dr. Kern had been in a tenured position at Brown. Even the old canard about Brown fearing to offend a significant donor appears to have been revived. The circulation of misinformation is simply shameful.

"Academic freedom is a bedrock principle for Brown, and our university will continue to support its faculty in that regard, including our faculty based in hospitals. Although I am confident that the university's efforts had a positive impact on Dr. Kern's situation, I do not see a productive way in which the case can be reopened. While I regret that a more satisfactory result could not be obtained, I believe the consequent campus discussion of the rights, privileges and responsibilities that attend membership in an academic community has been beneficial.

"Please be assured that I will be at the forefront of efforts to ensure academic freedom at Brown University." ■

1. Excerpt from AAUP policy statement on Academic Freedom in the Medical School.

CAUT Workshop Hones Bargaining Skills



UPEI — Workshop participants go head-to-head at the table.

On July 8, 1999, CAUT's travelling educational program "The Collective Bargaining Workshop" touched down in Charlottetown, PEI. Organized in concert with the UPEI faculty association, the workshop provided an introduction/refresher course on the art of collective bargaining. Don Gillis, the association's president, managed to gather an enthusiastic crowd of 20 participants, an impressive summer turnout.

For association members with past bargaining experience, the workshop provided an opportunity to update their craft and share their knowledge with colleagues. For newcomers it was a chance to learn new skills, get involved with the faculty association and, as more than one participant was happy to admit, acquire the tools necessary to give them the edge in negotiations with their spouses and children.

The first day of the two-day foray featured a review of the legal framework of collective bargaining, a clause drafting exercise and a video introduction to the negotiation process. Day two was devoted to an intensive bargaining simulation exercise.

According to Gillis, the participatory nature of the event is the key to its success. "We took our roles in the mock negotiations seriously. There was a fair amount of pride on the line."

Christiane Tardif, CAUT Collective Bargaining Officer, and one of the workshop presenters, agrees: "People get caught up in the bargaining simulation exercise. If it hadn't been for the prearranged lobster dinner, we might still be going at it." ■

For more information on CAUT's collective bargaining workshops contact Paul Jones (jones@caut.ca) or Christiane Tardif (tardif @caut.ca). Tel.: 613-820-2270.

National Lobby Set for November

More than 100 faculty and librarians from across Canada will descend on Parliament Hill on Nov. 18. Delegates to CAUT's November Council meeting will be asked to come to Ottawa a day early to participate in a national lobby day for post-secondary education. Lobbyists will present a first-hand account of the consequences of government underfunding.

The day will begin with a breakfast briefing for all participants, followed by a national press conference and visits with MP's, opposition leaders and cabinet ministers. Post-lobby interviews will be set up with participants' local media outlets.

Material about the national lobby day is being sent to all local and provincial associations. "We encourage the participation of all CAUT Council delegates, alternates and observers who will be coming to Ottawa for the Nov. 19 to 21 Council meeting," said CAUT president Bill Graham.

"The more local and provincial association activists who participate, the more effective the lobby will be." ■

Mt. Allison Faculty Win Arbitration

The Mount Allison Faculty Association has won a significant victory for their members heading out on sabbatical leave. On June 10 an arbitration board found that a proposal to increase sabbatical leave salaries to 90 per cent agreed to during contract negotiations could not be unilaterally altered by the university. Following a 26-day strike earlier this year both parties signed a letter of understanding agreeing to submit any disputes concerning whether issues were agreed to during the bargaining process to arbitration. ■

Un atelier pour polir des compétences en négociation

Le 8 juillet dernier, l'atelier itinérant de formation en négociation collective de l'ACPPU s'est arrêté dans la ville de Charlottetown, à l'Île-du-Prince-Édouard. Organisé de concert avec l'association des professeurs de l'Université de l'I.-P.É., l'atelier consistait en un cours d'introduction et de perfectionnement sur l'art de la négociation collective. Don Gillis, le président de l'association, a réussi à réunir un groupe enthousiaste de 20 participants, un nombre impressionnant compte tenu de l'été.

L'atelier a fourni aux membres de l'association possédant de l'expérience en négociation collective l'occasion d'actualiser leurs compétences et de partager leurs connaissances avec leurs collègues. Les novices ont pu apprendre de nouvelles techniques, se familiariser avec l'association des professeurs et, comme plus d'un participant l'a admis avec bonheur, à acquérir les outils nécessaires pour l'emporter dans leurs négociations avec leur conjoint ou conjointe et leurs enfants.

Le premier jour de cet atelier de deux jours a consisté en un examen du cadre juridique de la négociation collective, en un exercice de rédaction de clauses et en une introduction sur vidéo du processus de la négociation. La deuxième journée a été consacrée à une mise en situation intensive.

Selon M. Gillis, le succès de l'atelier est attribuable à l'accent mis sur la participation active. «Nous avons joué nos rôles avec sérieux dans la simulation de négociations. La fierté des participants était évidente.»

Christiane Tardif, conseillère en négociation collective de l'ACPPU et l'une des animatrices de l'atelier, est du même avis : «Les gens étaient tous pris par la mise en situation. N'eut été du souper de homards déjà organisé, nous aurions peut-être continué encore longtemps.» ■

Pour obtenir des renseignements supplémentaires sur les ateliers de négociation, veuillez communiquer avec Paul Jones ou Christiane Tardif au (613) 820-2270.

Traduit de l'article «CAUT Workshop Hones Bargaining Skills».

Students Sink Deeper in Debt

Canada's university and college students are borrowing more money to pay for school and more and more are having difficulty paying the loans off.

University and college students are borrowing more money than ever and finding it more difficult to pay it back, according to a study recently released by Statistics Canada.

In 1990/91, one in five students reported repayment difficulties compared with one in three students in 1995/96. Both the rate of default and the average value of loans in default rose sharply during the six-year period. Students at private institutions recorded the highest increase in debt loads and their default rate reached more than 38 per cent by 1995/96.

Overall, the average debt load of a student graduating with a Bachelor's degree, when adjusted for inflation, has risen 129 per cent since 1982. College graduates have seen their debts increase 140 per cent over the same period.

With higher debt loads in the 1990s, students are also more likely to declare bankruptcy. In 1998, however, amendments were made to the *Bankruptcy and Insolvency Act* that restrict students from declaring bankruptcy until 10 years after graduation. Earlier this year, the Canadian Federation of Students launched a legal challenge against these changes on the grounds that they discriminate against university and college students.

Meanwhile, Statistics Canada is also reporting that university students are facing another big hike in tuition fees this year because of reduced government funding. Across Canada, fees are up an average 7.1 per cent. The increase is highest in Ontario (9.6 per cent) and lowest in B.C. (0.8 per cent).

Since 1990/91, average undergraduate arts tuition has increased 126 per cent. The largest increase occurred in Alberta where average fees rose nearly tripled from $1,244 to $3,658.

As government funding has declined, increased tuition fees have become a key source of revenue for universities. In 1996/97, tuition made up 16 per cent of operating revenue for universities — twice the level of 1980/81. During the same period, government grants fell from 74 per cent to 58 per cent of total operating revenue. ■

Source: Statistics Canada, The Daily, July 30, 1999, www.statcan.ca.

AVERAGE STUDENT DEBT

	Year of Graduation				Change
	1982	1986	1990	1995	1982-95
College	4,000	6,200	6,700	9,600	140%
Bachelor's	5,800	9,000	9,700	13,300	129%
1st Professional	9,500	13,700	14,600	21,100	122%
Master's	6,700	8,500	10,000	13,700	104%
Doctorate	5,400	6,900	9,500	12,900	139%

Figures in 1995 $. *SOURCE: Statistics Canada*

AVERAGE TUITION FEES

	Undergraduate Arts			Change	
	1990	1998	1999	1990-99	1998-99
Newfoundland	1,344	3,150	3,300	145.5%	4.8%
PEI	1,840	3,310	3,480	89.1%	5.1%
Nova Scotia	1,943	3,904	4,113	111.7%	5.3%
New Brunswick	1,989	3,194	3,329	75.4%	4.2%
Quebec	902	2,278	2,387	164.6%	4.8%
Ontario	1,653	3,534	3,872	134.2%	9.6%
Manitoba	1,415	2,724	2,940	107.8%	8.0%
Saskatchewan	1,526	3,130	3,164	107.4%	1.1%
Alberta	1,244	3,452	3,658	194.1%	6.0%
BC	1,727	2,451	2,470	43.0%	0.8%
Canada	1,496	3,156	3,379	125.9%	7.1%

Figures in $. *SOURCE: Statistics Canada*

The figures for Quebec include both in and out-of-province students.
The figures for B.C. include both public and private institutions.

Have We Lost Our Minds?

A NEW report by Statistics Canada and Human Resources Development Canada confirms the findings of an earlier CAUT study that the march of highly educated and skilled Canadians to the United States – the so-called "brain drain" – has been grossly exaggerated by business groups advocating tax breaks for upper income earners.

According to the latest study, only 1.5 per cent of the more than 300,000 Canadians who graduated from university or college in 1995 moved to the U.S. after graduation. Of those who moved, 57 per cent did so to pursue work opportunities, 23 per cent left for education purposes, and 17 per cent relocated for marriage or relationships.

"Somewhat surprisingly, given the debate and media coverage of the issue" the study noted, "an insignificant proportion of graduates explicitly said that lower taxes in the U.S. were a factor that attracted them to work there."

Given the public sector cuts to the health care system in recent years, about 20 per cent of graduates moving to the U.S. were from health-related fields. Similarly, 12 per cent of all PhD graduates migrated, most often citing better job opportunities as the reason.

"This provides some quite strong evidence that job opportunity, and not taxes, is the principal cause of the small numbers of educated Canadians leaving for the United States," said CAUT executive director Jim Turk. "If any public policy response is called for, it is not for upper income tax cuts but for government to reinvest in health care, post-secondary education and research."

In July, CAUT published a report concluding that aside from some selective anecdotes, there is no solid statistical evidence to support the claim there is a large-scale exodus of highly educated Canadians to the U.S. Measured as a share of Canada's population, the number of Canadian-born individuals living in the U.S. is at the lowest level this century.

CAUT's findings were challenged in August with the release of a report from the Conference Board of Canada. While acknowledging the permanent migration of Canadians to the U.S. has waned in recent years, the Conference Board maintained that the number of temporary visas issued to Canadians has exploded.

"The reliability of this data has been seriously questioned," argues Turk. "The temporary visa numbers simply don't give us an accurate picture of how many Canadians are working in the U.S. at any given time.

"The main problem is that U.S. officials count temporary visas each time a person re-enters the country. If, for example, you're working in Los Angeles on a temporary visa and fly home to Vancouver every month, you're counted each time you re-enter the United States."

Even if problems with the data are ignored, added Turk, the annual change in the overall net flow of Canadians working on a temporary basis in the U.S. shows no identifiable trend. ■

The report, "Have We Lost Our Minds," was published in the *CAUT Education Review*, Vol. 1, No. 2 (July/August 1999). The full document can be viewed at www.caut.ca.

Les étudiants plus endettés

SELON une étude récente de Statistique Canada, les étudiants de l'enseignement postsecondaire se sont endettés plus que jamais auparavant et ils trouvent de plus en plus difficile de rembourser leurs prêts.

En 1990-1991, un étudiant sur cinq éprouvait de la difficulté à rembourser son prêt contre un étudiant sur trois en 1995-1996. Le taux de défauts de paiement et la valeur moyenne des prêts en défaut de paiement ont tous les deux augmenté pendant la période de six ans. Les étudiants des établissements d'enseignement privés avaient le plus haut taux de défauts de paiement, lequel a atteint 38 p. 100 en 1995-1996.

Dans l'ensemble, la dette moyenne d'un étudiant détenant un baccalauréat, après le rajustement en fonction de l'inflation, a augmenté de 129 p. 100 depuis 1982. Pendant la même période, la dette des étudiants de collège a augmenté de 140 p. 100.

Plus lourdement endettés dans les années 1990, les étudiants sont aussi plus susceptibles de déclarer faillite. Cependant, la Loi sur la faillite et l'insolvabilité a été modifiée en 1998 de telle sorte que les étudiants ne peuvent se libérer de l'obligation de rembourser leur prêt d'études par la voie de la faillite que dix ans après avoir terminé leurs études. Plus tôt au cours de l'année, la Fédération canadienne des étudiantes et des étudiants a contesté devant les tribunaux ces modifications au motif qu'elles sont discriminatoires envers les étudiants d'université et de collège.

Par ailleurs, selon Statistique Canada, les étudiants d'université font face cette année à une autre importante hausse des droits de scolarité attribuable à la réduction du financement gouvernemental. En effet, partout au Canada, les droits de scolarité ont grimpé en moyenne de 7,1 p. 100. La hausse la plus marquée est en Ontario, soit 9,6 p. 100, et la plus faible, en Colombie-Britannique, soit 0,8 p. 100.

Depuis 1990-1991, les droits de scolarité moyens dans les programmes d'arts du 1er cycle ont augmenté de 126 p. 100. La plus forte hausse revient à l'Alberta où les droits de scolarité moyens ont presque triplé, passant de 1 244 $ à 3 658 $.

Les droits de scolarité sont devenus une importante source de revenus pour les universités à mesure que le financement gouvernemental diminue. En 1996-1997, par exemple, les droits de scolarité ont représenté 16 p. 100 du revenu de fonctionnement des universités, le double de 1980-1981. Pendant la même période, les subventions gouvernementales sont passées de 74 p. 100 à 58 p. 100 du revenu de fonctionnement total. ■

Traduit de l'article «Students Sink Deeper in Debt».

L'éducation dans la mire de l'OMC

Suite de la PAGE 7

félicite un certain nombre de pays qui ont une plus grande faculté d'adaptation au marché et qui se dirigent vers la privatisation des universités publiques, ce qui augmente la concurrence et incite le secteur privé à participer au secteur de l'éducation et à y investir.

Selon le directeur général de l'ACPPU, Jim Turk, la pression est de plus en plus forte en faveur de l'ouverture de l'enseignement postsecondaire au Canada et dans d'autres pays à une plus grande privatisation et commercialisation, ce qui est en contradiction directe avec les tenants d'un enseignement de qualité financé par les deniers publics.

L'Internationale de l'éducation, qui représente 294 syndicats et associations en éducation à travers le monde, s'inquiète également de l'initiative de l'OMC. «Compte tenu des énormes disparités entre les pays, le fait de placer les systèmes d'éducation nationaux dans une situation de concurrence, équivaut-il à vendre le système d'éducation des pays les plus faibles à une poignée de grandes sociétés transnationales», se demande l'IE en réaction au document de l'OMC.

L'IE fait remarquer que l'importation de services en enseignement supérieur par l'Asie du Sud-Est nous donne une idée des conséquences néfastes de la libéralisation du commerce : «Une dépendance accrue envers les ressources pédagogiques étrangères, une acculturation causée par l'usage d'une langue étrangère pour l'enseignement, une tendance à la normalisation de l'éducation et une réduction de la souveraineté.»

Les membres de l'OMC, dont le Canada, doivent se rencontrer à Seattle en novembre où l'on s'attend à ce qu'ils conviennent de lancer une nouvelle ronde de négociations commerciales du millénaire en vue d'augmenter la libéralisation du commerce international dans les services, notamment l'enseignement postsecondaire. ■

Traduit de l'article «New Trade Rules Target Education».

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universities & colleges in the public interest

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Stopping the Commercial Takeover of Post-Secondary Education

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L'ACPPU lance une campagne pour consolider le financement

L'Association canadienne des professeures et professeurs d'université a lancé ce mois-ci une grande campagne sur le thème *Nos universités, notre avenir* dans le but de sensibiliser le public aux conséquences des compressions budgétaires gouvernementales pour les collèges et les universités du Canada.

«À mon avis, la plupart des Canadiens seront stupéfiés lorsqu'ils constateront l'ampleur des réductions», a déclaré le président de l'ACPPU, Bill Graham. «En tant que part de l'économie, les paiements de transfert fédéraux au titre de l'enseignement postsecondaire sont à leur plus faible niveau en 30 ans.»

D'après les statistiques compilées par l'ACPPU, les paiements de transfert en espèces, une fois rajustés en fonction de l'inflation, ont chuté depuis 1992 de 2,9 milliards de dollars à 1,6 milliards de dollars, une remarquable baisse de 44 p. 100. En dollars constants par habitant, les paiements de transferts sont passés de 102 $ en 1992 à tout juste 54 $ en 1998. La baisse la plus importante s'est produite en 1996 lors de la mise en oeuvre du Transfert canadien en matière de santé et de programmes sociaux (TCSPS).

«Les professeurs, les étudiants et leur famille ont subi le choc des réductions», a ajouté M. Graham. «Aujourd'hui, le nombre d'universitaires a diminué, de même que le soutien de la recherche, le nombre de cours offerts, et les classes sont plus populeuses, les frais de scolarité plus élevés et les étudiants sont plus endettés.»

Bill Graham a fait remarquer que le nombre de professeurs d'université à temps plein a baissé de plus de 7 p. 100 entre 1992-1993 et 1996-1997. Au sein des catégories d'universitaires, la plus forte diminution s'est fait sentir chez les professeurs adjoints, leur nombre ayant diminué de près de 20 p. 100. Pendant la même période, les effectifs étudiants á temps plein et á temps partiel n'ont chuté que de 2 p. 100, ce qui a augmenté le rapport étudiants-professeur.

«Les coupes sombres effectuées dans les paiements de transfert nuisent sérieusement les fonctions de base de l'enseignement et de la recherche dans nos universités et collèges», a déclaré le directeur général de l'ACPPU, Jim Turk.

Il a fait une mise en garde contre les compressions gouvernementales qui menacent l'intégrité et l'indépendance des universités et collèges du Canada á mesure que les administrateurs se tournent vers les dons et les fonds de l'entreprise privée qui peuvent imposer des conditions restrictives et, dans les cas extrêmes, qui peuvent censurer la recherche scientifique.

«Nous avons été témoins, par le passé, de conflits qui peuvent facilement opposer les intérêts du secteur privé et l'éthique de la recherche», a fait remarquer M. Turk, en rappelant l'affaire Nancy Olivieri, cette clinicienne de l'Université de Toronto qui a été congédiée lorsque l'un des deux bailleurs de fonds privés de ses travaux s'est opposé aux résultats de ses recherches. Dre Olivieri a pu réintégrer son poste seulement aprés l'intervention de l'ACPPU en son nom.

M. Turk a évoqué des statistiques récentes selon lesquelles la part du gouvernement fédéral dans l'ensemble du budget de fonctionnement des universités est passée de 74 p. 100 en 1980 à seulement 58 p. 100 en 1997. Pendant la même période, les fonds du secteur privé ont doublé.

«La dépendance envers les fonds privés est inquiétante et il est à se demander quelles conséquences elle aura sur le genre de recherches qui seront effectuées», a jouté M. Graham. «La recherche fondamentale est trés difficile á vendre auprès des conseils d'administration des plus grandes sociétés canadiennes.»

«Le rétablissement des fonds publics est nécessaire pour maintenir la qualité et l'autonomie de nos universités et de nos collèges et pour protéger la liberté universitaire», a fait savoir M. Turk. «Mais nous devons aussi éliminer l'inefficace TCSPS et créer un nouveau mécanisme de financement fédéral. Comme il s'agit d'une subvention globale, les provinces ne sont pas tenues de dépenser pour l'enseignement postsecondaire les crédits qu'elles reçoivent au titre du TCSPS.»

Pour remplacer le TCSPS, l'ACPPU propose qu'Ottawa crée un nouveau fonds ciblé pour l'enseignement postsecondaire. Les paiements de transferts fédéraux en espèces seraient haussés et maintenus á 0,5 p. 100 du PIB, soit le même niveau de la fin des années 1970 et du début des années 1980. Pour l'année courante, il faudrait investir une somme supplémentaire d'environ 2,7 milliards de dollars, portant le transfert à 4,5 milliards de dollars.

En outre, l'ACPPU propose que le fonds pour l'enseignement postsecondaire soit régi par une loi sur l'enseignement postsecondaire qui établirait les principes nationaux suivants :

• Une administration publique : L'enseignement postsecondaire est dispensé sans but lucratif et les crédits pour l'enseignement postsecondaire sont affectés aux universités et collèges publics.

• L'accessibilité : La garantie que tous les étudiants aptes aux études universitaires ont librement et également accès à des études postsecondaires;

• La polyvalence : L'enseignement postsecondaire au Canada est un système public qui offre aux étudiants une gamme complète de choix éducationnels.

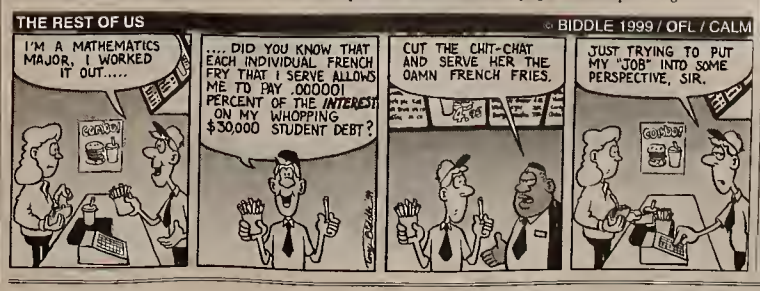
• La liberté universitaire : La protection du principe de la recherche libre et indépendante ainsi que l'autonomie universitaire et intellectuelle des établissements postsecondaires;

Selon le projet de l'ACPPU, un conseil consultatif indépendant sur l'enseignement postsecondaire serait également mis sur pied et il ferait rapport chaque année sur la manière dont Ottawa et l'ACPPU respectent leurs engagements à l'égard des principes de la loi.

«À l'aube du troisième millénaire, il est temps que les gouvernements reconnaissent le besoin d'investir dans notre avenir en réparant les torts causé á nos universités et á nos collèges», a déclaré M. Graham. «Puisque le gouvernement jouit d'un surplus budgétaire de 10 milliards de dollars, des sommes sont donc disponibles. Nous devons nous assurer qu'il existe aussi une volonté politique.»

Dans le cadre de sa campagne, l'ACPPU organise une importante conférence en octobre sur l'influence que les intérêts commerciaux privés exercent sur les universités et les collèges. Un lobby national sera ensuite organisé en novembre á Ottawa. ■

Traduit de l'article «CAUT Begins Campaign to Shore Up Funding».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New Trade Rules Target Education

Education unions and associations are warning that new rules being considered by the World Trade Organization will lead to the further subordination of post-secondary education to the dictates of private corporations.

Critics are pointing to a document prepared by the WTO in the run-up to next year's millennium round of negotiations which identifies post-secondary education as a potentially lucrative new market ripe for exploitation.

Citing with praise the growth of branch campuses, "virtual education" and the international marketing of curricula and academic programs, the WTO paper notes that trade in post-secondary education services has exploded in recent years. In 1996 alone, US exports of higher education services reached $7 billion, making it the country's fifth largest service sector export.

Nevertheless, the WTO argues that the continued growth of this market is being hampered by a number of so-called barriers to trade in the sector. Private companies seeking to establish a commercial presence abroad may be restricted by limitations in many countries on the operation of private universities and colleges. Where private institutions are permitted, the WTO maintains they may still face other barriers. In same nations, students enrolled in private universities and colleges may not qualify for financial assistance or even, according to the WTO, subsidized bus passes.

The paper asserts that these regulations not only constitute restrictive trade practices, but also prevent "innovation" within universities and colleges. The WTO praises a number of nations for moving toward "greater market responsiveness" and "corporatization" of public universities which "increase competition and encourage investor and corporate participation in the education sector."

"There is a lot of pressure mounting to open up post-secondary education in Canada and other countries to increased privatization and commercialization," said CAUT executive director Jim Turk. "That clashes head-on with those of us committed to quality publicly-funded education."

Education International, representing 294 educational unions and associations worldwide, is also expressing concern about the WTO initiative."Given the existence of huge disparities between countries, is the idea of placing national education systems in a competitive situation not tantamount to selling out the education system in the weakest countries to a handful of large transnational corporations?" EI asked in response to the WTO discussion paper.

EI notes that the import of higher education services by South-East Asia gives some idea of the harmful consequences which trade liberalization will have: "increased dependence on foreign educational resources, acculturation caused by the use of a foreign language for teaching, a tendency to the standardization of education, and a curtailment of sovereignty."

WTO members, including Canada, are to meet in Seattle in November. ■

CAUT Begins Campaign to Shore Up Funding

From PAGE 1

Secondary Education Act that would establish the following national principles:

• Public administration – post-secondary education to be provided on a not-for-profit basis and public funds to be directed to public universities and colleges.

• Accessibility – assure that all academically capable students have open and equal access to post-secondary education.

• Comprehensiveness – post-secondary education is to be a public system that provides students with a full range of educational options.

• Academic freedom – assure the principles of free and independent academic inquiry and the academic and intellectual autonomy of post-secondary institutions.

Under CAUT's proposal, an independent advisory council on post-secondary education would also be established to report annually on how Ottawa and the provinces are meeting their commitments to the principles of the Act.

"As we enter a new millennium, it's time that governments recognize the need to invest in our future by repairing the damage done to our universities and colleges," said Graham. "With the federal government sitting on a surplus of $10 billion, no one doubts the money is there. We need to make sure the political will is there as well."

As part of its campaign, CAUT is organizing a major conference in October on the influence wielded by private commercial interests over universities and colleges, to be followed in November by a national lobby in Ottawa. ■

Solidarity Put to the Test

PITTING professor against professor, a university administration announces that only junior faculty can expect a salary increase in the new contract. Can the faculty association maintain membership unity in the face of this divisive ploy?

Well, maybe – if the heated response to this challenging scenario at CAUT's annual collective bargaining conference held in June is anything to go by. "The discussion on salary issues was rather intense" admits Vic Catano, chair of CAUT's Collective Bargaining and Economic Benefits Committee and one of the organizers of the conference. "But the point of that particular hypothetical was to spark debate and we certainly accomplished that."

The entire conference featured a greater degree of audience participation than in years past. Traditionally, the event centered on lecture-style examinations of issues such as financial exigency or pension language. This year the focus shifted to small group discussions on mobilizing support for collective bargaining objectives.

According to Catano, faculty associations have relied on experienced and well-prepared negotiating teams for success at the bargaining table. Unfortunately, this approach is no longer sufficient to counter increasingly aggressive university administrations. Mobilizing support from both within the association and the broader community is now recognized as an important part of the negotiation process.

The conference examined four key components of this aspect of collective bargaining: media relations, student support, support from within the membership and support from the broader community. The session on mobilizing student support was lead by Michael Conlon and Elizabeth Carlyle, the National Chairperson and Deputy National Chairperson of the Canadian Federation of Students. Their well-received presentation reminded participants of the continued existence of bastions of organized and politicized students.

A panel of experienced bargainers – Robert Chernomas (Manitoba), George De Benedetti (Mount Allison) and Janice Newson (York) – led the discussion on mobilizing membership support and guided participants through the tricky discussion on salary issues.

Was the conference a success? "The evaluation forms were overwhelmingly positive," says Catano. "However, we are going to have to continue with our efforts to develop a more participatory format. People indicated they want something other than the lecture-style presentations of the past, but they found the small group work of this year's event somewhat repetitive. We'll keep working on it."

And the focus for next year's conference? "We're seriously thinking about taking a deeper look at the salary issue," says Catano. ■

On the edge and leading the way.

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Topic for 2000:

Social and Cultural Constructs of Reality

The Association for the Unity and Integration of Knowledge will be holding its 5th meeting at the Edmonton Congress of the Social Sciences and Humanities, May 25-26, 2000, under the sponsorship of the Faculties of Education and General Studies, The University of Calgary.

Individuals interested in themes pertaining to knowledge integration and unification are invited to submit proposals (500 words) for 30-40 minute presentations.

This year's focus is social and cultural constructions of reality (e.g., roles played in pedagogy, power, and knowledge as well as origins and evolution of such integrative structures).

Please direct submissions by November 30, 1999, to **R. Glasberg**, Faculty of General Studies or **N. Marlett**, Faculty of Education, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada, T2N 1N4 FAX (403) 220 6494; Email ogreen@ucalgary.ca

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CAUT Launches New Affinity Card with Bank One International

AFTER several years of offering a CAUT affinity MasterCard through the National Bank of Canada, the CAUT Executive Committee has decided to change its affinity card partner. As of September 1999, the official CAUT credit card will be a Bank One International Visa card.

In describing the change in affinity card partner, association president Bill Graham explains, "CAUT is continually looking for opportunities to offer additional benefits of membership. This new Visa credit card program will appeal to a broader section of our membership and will visibly identify its users as members of CAUT."

The issuing bank, Bank One International, will make a contribution to CAUT every time one of its members uses the card to make a purchase. "This financial assistance will be used in fulfilling our mandate on behalf of academics across Canada," says Graham.

Why Bank One?

- Bank One International is a Canadian Bank.
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- Bank One offers competitive services to Canadian consumers with nearly 200 full-time employees at their Canadian head office in Ottawa.
- Bank One markets credit cards in Canada and the U.K. and is a subsidiary of Bank One Corporation, the largest Visa card issuer in the world.
- Bank One will make a generous contribution to CAUT with every purchase that is made on a CAUT affinity Visa card.

The CAUT Visa card, which will be available to all CAUT individual members and faculty association staff, offers superior benefits combined with a low introductory interest rate of 6.9 per cent and an ongoing annual interest rate of 15.99 per cent. The Visa card is accepted at more than 15 million merchant locations throughout the world.

Bank One International cardmember services are available toll-free 24 hours a day, 365 days a year. Cash can be accessed through an international network of ATMs and financial institutions. Account payments can be made by mail, electronic banking or in person at any Canadian Visa financial institution.

Look for your individual application form in this issue of the CAUT *Bulletin* and apply today. You may also apply through Bank One's web site at www.bankone.ca or by calling toll-free 1-800-667-7941 (priority code AA13). ■

Une carte d'affinité de la Bank One International

APRÈS avoir offert pendant plusieurs années une carte d'affinité MasterCard de la Banque Nationale du Canada, le Comité de direction de l'ACPPU a décidé de s'associer à une autre banque. À compter de septembre 1999, la carte d'affinité officielle de l'ACPPU sera une carte de crédit Visa de la Bank One International.

Le président de l'association, Bill Graham, a expliqué le changement d'associé pour la carte d'affinité en soulignant le fait que l'ACPPU cherche continuellement des occasions d'offrir des avantages additionnels à ses membres. La nouvelle carte de crédit Visa plaira à un groupe plus large de membres et identifiera de manière plus visible les détenteurs comme étant des membres de l'ACPPU.

La banque émettrice, Bank One International, versera une contribution à l'ACPPU chaque fois que l'un de ses membres utilisera la carte pour des achats. «Cette aide financière servira à remplir notre mandat au nom des universitaires de tout le Canada», a déclaré M. Graham.

La carte Visa de l'ACPPU, qui sera disponible pour tous les membres de l'ACPPU et le personnel des associations de professeurs, offre des avantages supérieurs ainsi qu'un faible taux d'intérêt de lancement de 6,9 p. 100 et un taux d'intérêt annuel de 15,99 p. 100. La carte Visa est acceptée dans le monde entier par plus de 15 millions de commerces.

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- Pour chaque achat fait avec la carte d'affinité Visa, la Bank One International versera une contribution généreuse à l'ACPPU.

Les services pour les détenteurs de la carte de la Bank One International sont ouverts 24 heures par jour, 365 jours par année. On peut se procurer de l'argent comptant par l'entremise d'un réseau international de guichets automatiques bancaires et d'institutions financières. Le paiement des comptes peut se faire par la poste, par une banque électronique ou en personne, aux institutions financières canadiennes offrant Visa.

Surveillez le formulaire de demande dans le présent numéro du *Bulletin* et faites votre demande dès aujourd'hui. Vous pouvez aussi le faire par l'entremise du site W3 de la Bank One (www.bankone.ca) ou en téléphonant sans frais au 1-800-667-7941 (code AA13). ■

Traduit de l'article «CAUT Launches New Affinity Card with Bank One International».

THE CAMPAIGN BEGINS SEPTEMBER 14.

CAUT

Our Universities. Our Future.

It's time to stop the federal government's destruction of public education through underfunding.

Gold-Rush Fever Hits as Ideas Become Property

Owning the Future

Seth Shulman, Boston: Houghton Mifflin, 1999; 256 pp; hardcover $25 US.

By KENNETH FIELD

THE knowledge economy is becoming manifest in the burgeoning number of patents being issued for ideas rather than objects. Private individuals and companies are staking claims to large swathes of knowledge that are increasingly limiting the ability of researchers and developers to further the boundaries of knowledge.

Seth Shulman, in this book, provides examples from medicine, agribusiness, biotechnology, pharmaceuticals, and computer technology that illustrate this gold-rush fever to capture knowledge for private gain.

The philosophy behind patent and copyright laws has been to foster and promote the development of new technologies and ideas by providing creators and developers with time limited monopolies on their creations, thus ensuring they receive some reward for their investment of time and/or money in the creative process.

Coupled with this though is the view that in the long term, society as a whole benefits from and builds upon prior knowledge and technologies that enter the public domain, to expand and improve human understanding and knowledge.

However, Shulman shows that granting of patents for broad concepts is having a chilling effect on further research and development as private companies and individuals demand royalties for use of the building blocks of knowledge.

In the areas of medicine and biotechnology the patenting of medical procedures, plant and seed varieties, genes, and techniques for altering the genetic make-up of organisms are particularly threatening to continued betterment of the human condition. Whether it is the eye surgeon who, in 1992 patented a sutureless incision for cataract operations; the agribusiness firm that patented all methods for inserting genetically altered molecules into soybean seeds; or the biotech firm that patents a specific gene in the human genome; the private ownership and control of the uses of these things discourages their use by researchers and practitioners because there is now a royalty attached to the item or vital scientific information is simply withheld by the owner of the piece of knowledge.

"Private claims to disembodied knowledge assets are increasingly seen as a threat to broad public interests even as they fill individual coffers," Shulman notes. (p. 161)

It's especially disturbing that much of the basic research in the areas of biotechnology and the human genome is being carried out by academic researchers, the results of which are then being patented by either academics themselves or private firms in order that they can reap the monetary benefits of the research funded out of the public purse. Shulman notes:

"The dearth of vocal advocates of the public's stake in both clinical health care and medical research helps foster a land-grab spirit on the intellectual property frontier. Unfortunately, the outcome of this approach does more than drain the public coffers; ultimately it has an adverse effect on the health care the world's people will receive." (p. 52)

In 1980 the U.S. Senate passed the Bayh-Dole Act, also known as the University and Small Business Patent Procedures Act. This legislation is designed to facilitate the commercialization of federally-funded research, occurring primarily at universities, thus providing fertile ground for the new frontier of privately owned broad patents that result from publicly funded research. This small piece of legislation is particularly acute in the clash between private self-interest embodied in capitalism and the concept of public assets held for the public good embodied in a democracy, as Shulman points out. With this law the U.S. government has accepted the argument that productivity gains should supersede the public interest, as may soon be the case in Canada.

Shulman's book is not a scholarly or technical treatise on patent law but a "journalistic account," as the author admits, designed to alert readers to the important issues emerging as knowledge gains in value as a commodity. In this respect, the cases recounted in this book and the commentary accompanying them are timely revelations that should be of grave concern to all of us in the new global economy. ■

(Kenneth Field is Principal of Lady Eaton College at Trent University and a member of CAUT's Executive Committee.)

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Sarah Shorten AWARD

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 2000 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support (please indicate your willingness to release your letter to the 2000 recipient of the award).

The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university, and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 2000 Sarah Shorten Award is **January 31, 2000**, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:
Status of Women Committee
CAUT, 2675 Queensview Drive
Ottawa, ON K2B 8K2

PRIX Sarah-Shorten

Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 2000.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront presentees de nouveau seront acceptees.

Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature enonçant en détail les contributions de la candidate a l'avancement des femmes a l'université et ses réalisations dans ce domaine,
- un curriculum vitae complet de la candidate proposée,
- des lettres d'appui (prière d'indiquer si vous consentez a ce que votre lettre soit remise a la lauréate de l'an 2000).

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants :

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université.
2. Ses contributions peuvent avoir avantagé l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en oeuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations echelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université.
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'echelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux a la fois

Date limite :

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 2000 est **le 31 janvier 2000**, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature a l'adresse suivante :
Comité du statut de la femme
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

CAREERS CARRIÈRES

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ACCOUNTING

UNIVERSITY OF ALBERTA — CA Chair in Accounting The Faculty of Business, University of Alberta, invites applications for the CA Chair in the Department of Accounting and Management Information Systems, effective on or after July 1, 2000. The chairholder will be an outstanding individual with expertise in financial accounting. He or she will have a distinguished research record, a strong teaching record, and a demonstrated interest in interacting with the business and professional community. Applicants should hold the rank of Professor, or should be eligible for the rank of Professor upon appointment. Competition remains open until the position is filled. The chairholder will be expected to provide intellectual leadership in the Department and Faculty in the study of financial accounting, as well as to strengthen the Department's and Faculty's links with the business and professional community. The Faculty encourages and rewards activity in terms of research productivity and influence; the Department is one of the top two in Canada, and is in the top quintile of PhD-granting departments in North America. Further information about Edmonton, the Faculty of Business and the Department can be obtained at <www.bus.ualberta.ca/>. Applications or inquiries should be directed to: James C. Gaa, CA Chair Selection Committee, Department of Accounting and Management Information Systems, University of Alberta, T6G 2R6, Canada. Phone: (780) 492-3053. Fax: (780) 492-3325. E-mail: james.gaa@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Faculty of Business, University of Alberta invites applications for full-time positions in accounting, beginning July 1, 2000. PhD or equivalent required. Salary and rank depend on experience and qualifications. Competition remains open until the positions are filled. Send resumes to: James C. Gaa, Chair, Department of Accounting & MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF CALGARY — The Faculty of Management invites applications in all areas of Accounting for positions at the Assistant or Associate Professor levels. Preference will be given to candidates with a completed Doctorate. Research and publication requirements will be commensurate with rank upon appointment. Starting date will be determined by mutual agreement. The Faculty of Management, an AACSB accredited institution, offers undergraduate, MBA and PhD programs. Interested individuals are asked to submit their curriculum vitae by January 31, 2000 to the Chair, Accounting Area, Faculty of Management, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

ATHABASCA UNIVERSITY, Canada's Open University, invites applications for a tenure-track appointment in Accounting at the Assistant Professor level in its Centre for Commerce and Administrative Studies, Open School of Business. Responsibilities include the development, teaching, and co-ordination of financial accounting courses in undergraduate degrees in Administration, Commerce and General Studies and university certificates in Accounting and Advanced Accounting. The ideal candidates should have a doctorate or be near completion of a doctorate in accounting; a master's degree with a professional accounting designation will be considered. Demonstrated excellent communications skills are a must. Preference will be given to candidates with experience in distance and non-traditional adult education. Experience with computer-based distributed learning will be an asset. Athabasca University is located in the town of Athabasca in the beautiful cottage country of north-central Alberta 145 km north of Edmonton with regional offices in Calgary, Edmonton and Fort McMurray. It delivers university education to approximately 35,000 students per year. Athabasca University maintains an environment that develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, or fax (780) 675-6450. Further information about this position may be obtained from Andrew Woudstra at (780) 675-6188, fax (780) 675-6338 or e-mail andrew@athabascau.ca. This competition will remain open until a suitable candidate is selected.

ACCOUNTING & FINANCE

BROCK UNIVERSITY — Department of Accounting & Finance. Brock University invites applications for a tenure-track position at the Assistant or Associate Professor level, starting July 1, 2000, (subject to final budgetary approval). Qualifications include: a doctorate in accounting (completed or near completion) and a commitment to classroom excellence and to quality research. All specialties (financial accounting, managerial accounting, information systems, auditing or taxation) will be considered. Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities. More information on Brock University can be found on the University's website www.BrockU.ca. The Department of Accounting and Finance is in the Faculty of Business, which has approximately 45 full-time members, including 15 in Accounting. It offers a Bachelor of Accounting (BACC) and Bachelor of Business Administration(BBA), both with a co-op option. A Master of Accountancy program will be launched in January 2000. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until the position is filled. Submit your application, along with a curriculum vitae and names of three references, to: Dr. Sandra Felton, Chair, Department of Accounting and Finance, Brock University E-Mail (preferred): sfelton@spartan.ac.brockuca, Postal: Department of Accounting and Finance, Brock University, St. Catharines, Ontario L2S 3A1.

AGRICULTURAL ECONOMICS/ BUSINESS MANAGEMENT

UNIVERSITY OF ALBERTA — The Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics, University of Alberta has an opening for an Assistant, Associate or Full Professor, Cooperative Chair Program in Agriculture. This is a tenure track or contract position at the assistant, associate, or full professor level, subject to qualifications, interests and experience, starting January 1, 2000 or as mutually agreed. Assistant Professor salary ranges from $42,054 to $59,526. Associate Professor salary ranges from $52,246 to $74,686. Full Professor salaries start at $65,044. The appointee will be expected to establish a nationally recognized research program, seeking external funding for this; demonstrate a commitment to teaching the economics of markets, marketing, and/or agribusiness management, including group marketing and cooperative business activities. The successful appointee will also be expected to show leadership in interacting with cooperatives, credit unions, and other group marketing institutions. Qualifications: completed PhD in Agricultural Economics, Economics, or Business with a strong background in economic theory, business economics, or management and an interest in pursuing research and teaching in the economics and/or management of cooperatives and other business organizations in agriculture and related areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, including a short statement of research and teaching interests, experience, curriculum vitae, and the names of three referees, should be sent by September 30, 1999 to: Mithele Veeman, Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. For further information about the Department of Rural Economy or the Faculty of Agriculture, Forestry and Home Economics, please visit our websites at: www.re.ualberta.ca or www.afhe.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE

UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science (AFNS) plans to nominate a female scientist for an NSERC University Faculty Award. Candidates are required, at the time of appointment, to hold a PhD degree in a discipline that can contribute to the three major areas of AFNS teaching and research: production efficiency and sustainability, agri-food technology, and nutrition and human

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Schulich School of Business York University

Chair and Director of the Anne and Max Tanenbaum Program in Family Enterprise

The Schulich School of Business at York University in Toronto, Canada, invites applications for a tenure-stream opening for the position of Chair and Director of the Anne and Max Tanenbaum Program in Family Enterprise, effective July 1, 2000.

The holder of the new Anne and Max Tanenbaum Chair will be responsible for the creation of a program in family enterprise within the Schulich School of Business. The Chair will be responsible for leading the development, and offering, of a curriculum for students who wish to concentrate on management of family businesses and for leading research on significant issues within the sector.

Preferred candidates will:

- possess a PhD degree
- have university level teaching experience and be qualified to teach in PhD, Masters and Undergraduate programs
- have undertaken substantial research demonstrated by extensive publications related to the field of family enterprise
- be expected to provide leadership in teaching and research in the area of family enterprise

The deadline for receiving applications is **October 15, 1999**. However, applicants are encouraged to submit their application at the earliest possible time.

Salary and benefits are competitive. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Please send curriculum vitae to:
Professor James Gillies
Chair, Search Committee
Room 434, SSB
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
Canada M3J 1P3

DALHOUSIE UNIVERSITY
Director — Maritime School of Social Work

The Maritime School of Social Work invites applications or nominations for the position of Director, effective July 1, 2000, for a five year period (renewable and tenure stream). The Director reports to the Dean of the Faculty of Health Professions, the Faculty in which the School is located, administers the graduate, undergraduate, and continuing education programs, and is responsible for the budget. The successful candidate will have had administrative experience, a strong record of leadership in social work, and excellence in teaching, research, professional, and community work.

The School is seeking a candidate with demonstrated commitment to, and leadership in, an anti-oppressive framework of social work practice, education, and research. A leadership style that emphasizes working together and that supports and enhances current strengths and capacities of faculty, staff, students, and communities is desirable. The successful candidate will have the administrative and communication skills to facilitate a respectful and efficient School environment that helps it achieve its mission. The School delivers distance and decentralized undergraduate and graduate programs, and candidates with a background and interest in distance education are encouraged to apply.

Subject to budgetary approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. Written nominations or applications for the position, accompanied in the latter case by a curriculum vitae and the names of three referees should be sent no later than **October 15, 1999** to:

Dr. Barbara Keddy, Chair
Search Committee, Director, Maritime School of Social Work
c/o Dean's Office
Faculty of Health Professions
Dalhousie University
3rd Floor, Burbidge Building
5968 College Street, Halifax, NS B3H 3J5

Phone (902) 494-3327
Fax (902) 494-1966

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mctrf The Manitoba Cancer Treatment & Research Foundation

The University of Manitoba

UM

THE MARGARET A. SELLERS CHAIR FOR THE EXECUTIVE DIRECTOR OF THE MANITOBA INSTITUTE OF CELL BIOLOGY

Applications and nominations are invited for the position of The Margaret A. Sellers Chair for the Executive Director of the Manitoba Institute of Cell Biology for a five-year term.

The Manitoba Institute of Cell Biology is an Institute created jointly between the University of Manitoba and the Manitoba Cancer Treatment and Research Foundation. The Institute is dedicated to fundamental research in cancer biology and its relation to health, with a primary emphasis on basic and translational cancer research. The Institute is housed in the Manitoba Cancer Treatment and Research Foundation building at the Bannatyne Campus of the University of Manitoba. A new facility, double the present size, will be ready for occupancy in mid-2000. Information about the Institute can be found at its website (www.umanitoba.ca/institutes/manitoba_institute_cell_biology).

The appointment will be a full-time contingent position, or geographical full-time position, at the rank of Professor in the appropriate department(s). Candidates should have a PhD and/or M.D., an outstanding record of achievement in a field related to basic or translational cancer research, extensive experience in teaching and research, as well as proven administrative experience. M.D. applicants should be eligible for registration and licensure in Manitoba.

The Director of the Institute is responsible to its Board of Directors for the overall research policy and budget of the Institute, supervision of its research, teaching, and academic programs, recruitment and supervision of academic and administrative staff of the Institute, use of research space within the Institute and the development and facilitation of research collaborations between university departments. The Director of the Institute has Department Head status within the Manitoba Cancer Treatment and Research Foundation. Members of the Institute take responsibility for programs of education at the undergraduate, graduate and postgraduate levels in the Faculty of Medicine at the Manitoba Cancer Treatment and Research Foundation and in related areas.

Applications are encouraged from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted not later than **October 15, 1999** to: **Dr. B.A. Schacter, Chair, Search Committee, for the Margaret A. Sellers Chair for the Executive Director of the Manitoba Institute of Cell Biology, Manitoba Cancer Treatment and Research Foundation, 100 Olivia Street, Winnipeg, Manitoba, R3E 0V9.** Telephone 204-787-2241; Fax: 204-787-1184, E-mail: brent.schacter@mctrf.mb.ca.

CAREERS SECTION · SECTION DES CARRIÈRES

health. Strong demonstrated research potential and teaching commitment are essential. A tenure-track appointment will be made available to the successful candidate conditional upon their receipt of the NSERC University Faculty Award. Candidates must be women and Canadian citizens or permanent residents of Canada who are not currently holding or have previously held a tenured or tenure-track position in a Canadian university. The closing date for applications is September 30th, 1999. Applications, including a statement of research and teaching interests, curriculum vitae and three letters of reference should be sent to Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. The successful candidate would be expected to begin no later than September 1, 2000. For further information on this position contact Dr. Kennelly at Tel: (780) 492-2131, Fax: (780) 492-4265, E-mail chair@afns.ualberta.ca or visit our web site at <www.afns.ualberta.ca>. Additional information concerning award conditions can also be obtained from the NSERC web site: <www.nserc.ca/programs/ufi/UFA_e.htm>. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta invites applications for four tenure-track Professor positions and two soft-tenured Assistant/Associate academic positions in Food Science as part of an exciting new initiative to meet the research and educational needs of the rapidly growing Agri-Food Industry in Alberta. The successful candidates will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health". They will also contribute to the research goals of the University of Alberta's "Food for Health" program and the Alberta Centre of Excellence in Functional Foods (www.afns.ualberta.ca). Research specializations in Meat Processing, Food Rheology, Phytochemistry, Dairy Microbiology/Probiotics, Food Safety and Food Service Technology are preferred but outstanding applicants outside these areas may also be considered. Research experience relating to Functional Foods and Nutraceuticals would be an advantage. The first four positions will be filled at a senior level with the candidates expected to develop world-class research programs with reduced teaching responsibilities (75% research and 25% teaching). Applicants must have a Ph.D. in Food Science, Microbiology, Meat Science, Food Engineering, Biochemistry or related discipline. The successful candidates are expected to teach at the undergraduate and graduate level, supervise MSc and PhD students, and attract major external funding to support their research program. Research and teaching areas to which the successful applicants will contribute include, but are not limited to: functional foods and nutraceuticals; processing of meat and by-products and the effect of processing on ingredient functionality and product quality; rheological characterization of plant, dairy and meat-based ingredients and products; ingredient interactions and functionality, identification, isolation, characterization and product applications of phytochemicals; food microbiology; functional activities of dairy probiotics, prebiotics and synbiotics; food safety and risk assessment; and food service systems and food quality. The successful applicants are expected to develop collaborative research programs with scientists at the University of Alberta (www.ualberta.ca), Alberta Agriculture, Food and Rural Development (www.agric.gov.ab.ca), Agriculture and Agri-Food Canada (www.agr.ca), and with industry. The University of Alberta has excellent on-campus research facilities and equipment, including a Molecular Biology and Biotechnology Centre, a federally-inspected poultry processing centre as well as numerous specialized analytical laboratories. The department of AFNS is also currently undertaking a major infrastructure upgrading program with the support of industry and government which will provide state-of-the-art research facilities to support the three major research foci of Production Efficiency and Sustainability, Agri-Food Technology, and Nutrition and Health. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is November 30th, 1999. For further information on these positions contact Dr. Kennelly at Tel: (780) 492-2131, Fax: (780) 492-4265, E-mail: chair@afns.ualberta.ca or visit our web site at <www.afns.ualberta.ca>. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Agricultural Food and Nutritional Science (AFNS) at the University of Alberta invites applications for three tenure-track Assistant/Associate Professor positions in Plant Science as part of a major development of its production efficiency and sustainability research and teaching capabilities. The successful candidates will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health". They will also contribute to the research goals of the University of Alberta's "Food for Health" program and the Alberta Centre of Excellence in Functional Foods <www.afns.ualberta.ca>. Research specializations in Crop Breeding/Agronomy, Special Crops or Horticulture and Weed Science/Ecology (with a focus on agricultural cropping systems) are preferred but outstanding applicants outside these areas may also be considered. Applicants must have a PhD in Agronomy, Horticulture, Plant Physiology, Plant Breeding, Crop Science, Weed Science or related discipline. The successful candidates are expected to teach at the undergraduate and graduate level, supervise MSc and PhD students, and attract major external funding to support their research program. Teaching and research areas to which the successful applicants will contribute include, but are not limited to: the application of modern and traditional breeding techniques to the development of new cultivars; the development of agronomic practices to maximize crop returns within sustainable cropping systems; the agronomic, physiological, and biochemical principles of special or horticulture crop production; and the development of integrated weed management systems that protect the environment and optimize the sustainability and profitability of farming and ranching. Potential applicants should also note that the Department of AFNS is also recruiting a Phytochemist as part of a major expansion of its agri-food technology research and teaching capabilities. The successful applicants are expected to develop collaborative research programs with scientists at the University of Alberta <www.ualberta.ca>, Alberta Agriculture, Food and Rural Development <www.agric.gov.ab.ca>, Agriculture and Agri-Food Canada <www.agr.ca> and with industry. The University of Alberta has excellent research facilities and equipment, including a Molecular Biology and Biotechnology Centre, numerous specialized analytical laboratories, modern greenhouses and controlled-environment facilities, an excellent Crops and Land Use Resource Research Unit for field studies, and beef, dairy, pork and poultry research centres. The department of AFNS is also currently undertaking a major infrastructure upgrading program with the support of industry and government which will provide state-of-the-art research facilities to support the three major research foci of Production Efficiency and Sustainability, Agri-Food Technology and Nutrition and Health. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is November 30th, 1999. For further information on these positions contact Dr. Kennelly at Tel: (780) 492-2131 Fax: (780) 492-4265, E-mail:chair@afns.ualberta.ca or visit our web site at <www.afns.ualberta.ca>. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ANATOMY & NEUROBIOLOGY

DALHOUSIE UNIVERSITY — The Department of Anatomy & Neurobiology at Dalhousie University is seeking applications for one and possibly two probationary tenure-track positions at the rank of Assistant Professor. Candidates must have a Ph.D. and/or M.D. and have at least two years of post-doctoral training. Training and experience teaching one or more of gross anatomy, histology, embryology and neuroanatomy is required. The candidate will be expected to have strong research training and undertake an independent research programme. Current research activities within the department include neurobiology, functional morphology and cell biology. The successful applicant will be expected to compete for external research and salary support during the initial appointment and to participate in undergraduate and graduate teaching programmes of the department. Applicants should submit a curriculum vitae, copies of three recent publications, a one to two-page statement outlining their research plans and the names of three references to: Dr. David A. Hopkins, Professor and Head, Department of Anatomy & Neurobiology, Faculty of Medicine, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4H7. Closing date for receipt of applications will be September 30, 1999 or until the positions are filled. The Appointments, Tenure and Promotions Committee will commence reviewing applications after the closing deadline. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal Peoples, persons with a disability, racially visible persons and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ANIMAL SCIENCE

MCGILL UNIVERSITY — Faculty of Agricultural and Environmental Sciences. The Department of Animal Science at McGill University invites applications for a tenure-track position of Assistant Professor of Dairy Nutrition and Management. The successful applicant will be expected to supervise graduate students and to teach a dairy production course at the undergraduate level and upper level courses in nutrition and lactation physiology. The individual is expected to develop a strong and independent research program supported by outside research funds in dairy nutrition and/or physiology as related to dairy production. The required qualifications include a Ph.D. in dairy science or animal science with specialization in ruminant nutrition and a good knowledge and understanding of ruminant metabolism; strong potential for or a record of developing an independent research program in dairy nutrition and/or physiology; ability for effective teaching at the graduate and undergraduate levels. Communication and interaction with the dairy industry in Quebec will be expected. Salary is commensurate with the candidate's qualifications and research record. Submit letter of application, curriculum vitae, statement of teaching and research interests, and names of three referees willing to furnish letters of reference to: Dr. Xin Zhao, Chair, Department of Animal Science, McGill University, Macdonald Campus, 21,111 Lakeshore Road, Ste. Anne de Bellevue, QC H9X 3V9; Fax (514) 398-7964. Applications will be considered before October 31, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all qualified applicants are encouraged to apply. McGill University is committed to equity in employment.

ANTHROPOLOGY

UNIVERSITY OF ALBERTA — Social-Cultural Anthropology. The Department of Anthropology, University of Alberta, seeks a social-cultural anthropologist to maintain and enhance its focus on the north. This is a tenure-stream appointment, rank is open, and appointments above the rank of Assistant are normally made with tenure. A PhD and established research profile are required. Preference will be given to those with a record of successful graduate supervision. We are especially interested in recruiting a colleague whose work demonstrates integration of theory and practice. The successful candidate will be expected to contribute to both the undergraduate and graduate programs. Review of applications will commence in September, but we will continue to accept applications until November 30. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a letter describing areas of teaching and research interest, a curriculum vitae, samples of publications and assessments of teaching performance if available, and the names of three referees, should be send to the Chair, Department of Anthropology, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Applications by fax to (780) 492-5273 or by email to gail.mathew@ualberta.ca are acceptable if followed by hard copy. Information about the Department can be obtained at www.ualberta.ca/~anthopol/intro.html. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SEED GRANTS FOR INDIA STUDIES

2000–2001

The Shastri Indo-Canadian Institute invites applications from Canadian universities for Seed Grants offered for 2000–2001. Seed Grants are awarded to Canadian universities for events or activities that may have a catalytic effect in promoting or enhancing India Studies at their university.

Application Information:

1. The maximum grant will be $5,000 per institution and only one grant will be made to any institution each year. Awards will not be given to the same institution in successive years.
2. While institutions with established India Studies programmes are welcome to apply, preference will be given to institutions without such programmes. Joint applications are welcome.
3. Criteria for adjudication include:
   - The innovative quality of the proposal.
   - The likelihood of the proposal resulting in an enhancement of India Studies.
   - The commitment of the institution to maintain such an enhancement.
4. Applicants should indicate clearly:
   - The expected benefits of the grant.
   - The institution's commitment to realizing these benefits.
5. The Institute's India Studies Committee will consider applications at its March 2000 meeting.
6. The funding of the Seed Grant Programme may be subject to budgetary constraints.

Applications must be *received* by ***February 1, 2000*** at the following address: (Please note that facsimiles will not be accepted.)

Executive Director, Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, NW
Calgary AB, T2N 1N4
Tel: (403) 220-7467
Fax: (403) 289-0100
Email: slci@ucalgary.ca
Website: http://www.ucalgary.ca/~slci

DEAN FACULTY OF NURSING

Located in Fredericton, the University of New Brunswick is one of Canada's premier comprehensive universities and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. The Faculty of Nursing is located on the UNB Fredericton campus with two ancillary sites in Moncton and Bathurst and a cooperative relationship with the Department of Nursing at UNB-Saint John. Further information about the University of New Brunswick and the Faculty of Nursing is available at http://www.unb.ca.

The Faculty of Nursing offers three programs leading to a baccalaureate degree: basic BN, Advanced Standing BN, and a distance BN/RN. An MN program is offered for a full and part-time study on campus and to other sites using various distance technologies. In 1998, the faculty received a 7-year CAUSN accreditation, reflecting successful implementation of a caring curriculum and commitment to an interactive, co-learning teaching philosophy. International affiliations and educational research partnerships with the practice community are well established. The faculty has an expanding research agenda and recently launched the UNB Centre for Nursing Research.

Reporting to the Vice-President (Academic), the Dean is expected to provide the Faculty with dynamic and visionary leadership. Respected within the academic and professional nursing communities, the preferred candidate will articulate a strong vision for nursing practice, education, research, and policy in an era of health care innovation. The Dean must be focused on the future and be committed to academic excellence, student recruitment and services, and community outreach.

This is a five-year renewable term position beginning on July 1, 2000. Applications and nominations should include a complete curriculum vitae and the names and addresses of at least three referees. The review of the applications will begin on **October 15, 1999** and should be submitted to: **Dr. Louis P. Visentin, Vice-President (Academic), University of New Brunswick, 1 Bailey Drive, PO Box 4400, Fredericton, NB E3B 5A3**; E-mail: visentin@unb.ca; Fax: (506) 453-4908. Applicants must be nurses who are eligible for registration in New Brunswick.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

ASSISTANT or ASSOCIATE PROFESSOR ANALYTICAL CHEMISTRY

The Department of Chemistry invites applications for a tenure track position in any area of Analytical Chemistry at the Assistant or Associate Professor level. Individuals who can fulfill the department's commitment to excellence in teaching at both the undergraduate and graduate levels, and who have or will develop a dynamic and imaginative research program, are encouraged to apply. Applicants must have a Ph.D. degree and postdoctoral research experience, or equivalent. The salary will depend on the level at which the appointment is made. The successful candidate will be expected to take up the position either in January 2000 or July 2000. Applicants should submit a curriculum vitae, a list of publications, a summary of research interests and a detailed research proposal to: Dr. R. A. Kydd, Head, Department of Chemistry, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4 by **October 15, 1999**. They should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

UNIVERSITY OF CALGARY

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

McGill

Dean of Students

Nominations and applications are invited for the position of Dean of Students of McGill University. The appointment is for a renewable five-year term effective 1 June 2000.

The Dean maintains a very close working relationship with students, student organizations and student leaders, faculty and administration in both academic and non-academic matters, advocating student concerns. The office is concerned with the needs and the continuing improvement of the quality of student life in general, the coordination and enhancement of the activities of the various student services and student residences, the athletics programs, and the provison of aid to individual students who have needs of an academic or personal nature.

Additional information on Student Services is available on the McGill University web site at www.mcgill.ca/students. Facility in French is desirable.

McGill University is committed to equity in employment

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by **14 October 1999** to:

Dr. Luc Vinet
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, QC H3A 2T5

The University of Manitoba
Faculty of Architecture

HEAD, DEPARTMENT OF LANDSCAPE ARCHITECTURE

The University of Manitoba invites applications and nominations for a full-time tenured appointment at the rank of Associate Professor. The successful applicant is expected to assume the duties of the Head of the Department of Landscape Architecture for a five year term effective January, 2000, or as soon as possible thereafter.

The Faculty of Architecture is dedicated to the design of human settlements including the built and natural environment. The Faculty operates as a multidisciplinary collaboration among five departments. Graduate degrees are offered in Architecture, City Planning, Interior Design, and Landscape Architecture. Undergraduate degrees are offered in Environmental Design and Interior Design. All Departments participate in the delivery of the Environmental Design program.

The Department of Landscape Architecture offers the professional degree Master of Landscape Architecture, and has approximately twelve full and part-time faculty and support staff positions. The program prepares students for cultural diversity and global practice. The Department is professionally (CSLA/ASLA) accredited and internationally known.

The candidate must possess a professional degree in Landscape Architecture and a post graduate degree in the same or a related field. Academic responsibilities will include teaching at the undergraduate and graduate level in one or more of the candidate's areas of expertise. Eligibility for professional registration and a proven teaching record together with evidence of accomplishment in research, scholarship, publication and creative work are required. Candidates must possess strong leadership qualities and have experience in academic administration or senior management. A commitment to interdisciplinary design education, sensitivity to student and faculty concerns, and the ability to represent the Department effectively within the University, the professional community and the public are essential. The expected annual salary range for the position is $60,000 - $70,000 plus administrative stipend, subject to final budgetary approval.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Manitoba employment policy encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities.

Applications consisting of a clearly articulated statement of interest (including a personal statement of vision or philosophy related to the position), a current CV, design portfolio, and names of three references must be received by **October 15, 1999**, addressed in confidence, to **Prof. Charles H. Thomsen, Chair, Department of Landscape Architecture Headship Search Advisory Committee, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2**. Tel: (204) 474-6428, Fax: (204) 474-7533.

Lakehead
UNIVERSITY

ACCOUNTING

The Faculty of Business Administration at Lakehead University invites applications for a probationary (tenure-track) appointment in the area of Accounting.

The ideal applicant would have completed or be nearing completion of a PhD in accounting, hold a professional accounting designation and have relevant business experience. The candidate should be committed to classroom excellence and research in his or her areas of interest. Rank and salary are dependent on qualifications and experience. This appointment will commence on January 1 or July 1, 2000 subject to budgetary approval.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: **Dr. Bahram Dadgostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1.**

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WINDSOR

Humanities Research Group University of Windsor

Visiting Humanities Fellowships 2000-2001

Applications are invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 2000-2001 academic year. Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sabbaticants and those holding research grants, including Post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications. International applications are encouraged. Visa documents, if required, are the responsibility of the applicant.

The Fellowship is tenable at the University of Windsor for a period of four months to one year. No stipend is attached to the Fellowship. The Humanities Research Group will provide office space, university affiliation, library privileges and assist Fellows in establishing contacts with individuals, groups, libraries and institutions in the Southwestern Ontario/Michigan region. Fellows are expected to work in residence at the HRG for the duration of the award and to deliver a public presentation on their research.

There is no application form. Letters of application should include a rationale for working with the HRG, a curriculum vitae, one page abstract, and a detailed description of the research project. Applicants should arrange to have three letters of reference sent directly to the HRG before the deadline. Incomplete applications cannot be considered.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from aboriginal peoples, people with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Applications should be forwarded to:

Dr. Jacqueline Murray,
Director, Humanities Research Group,
University of Windsor,
430 Sunset Avenue
Windsor, Ontario
Canada N9B 3P4
Phone: (519) 253-3000, ext. 3508
Fax: (519) 971-3620
E-mail: hrgmail@uwindsor.ca
Homepage:
http://www.uwindsor.ca/research/hrg

Deadline for applications is February 15, 2000.

the degree that works

The University of Waterloo invites applications and nominations for the position of

DEAN OF THE FACULTY OF MATHEMATICS

Candidates are sought for the position of Dean of the Faculty of Mathematics. Consisting of approximately 130 regular faculty members, 40 support staff in five academic departments (Applied Mathematics, Combinatorics & Optimization, Computer Science, Pure Mathematics, Statistics & Actuarial Science) and 20 additional support staff in the Mathematics Faculty Computing Facility, the Faculty offers graduate and undergraduate programs leading to the BMath, MMath, and PhD degrees. Full time undergraduate enrolment is about 3200, with three-quarters in co-op (alternating work/study) programs; about 40% of the Faculty's 230 full-time graduate students are enrolled in doctoral programs. Enrolment in UW's six Faculties (Applied Health Sciences, Arts, Engineering, Environmental Studies, Mathematics, Science) exceeds 17,000 full-time students.

The successful candidate will have a proven record of scholarship, teaching and administration in order to qualify for a tenured appointment at the full Professor level. Applications should be accompanied by a current curriculum vitae; an outline of the talents, experience and ideas a candidate would bring to the deanship; and the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience. Nominations are also invited and should include a current CV, where possible.

Applications and nominations will be treated in confidence and should be directed, not later than **September 30, 1999,** to: **John Bulien, Associate University Secretary, University of Waterloo, Waterloo, Ontario N2L 3G1.**

The initial five-year appointment is expected to begin on July 1, 2000.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

UNIVERSITY OF WATERLOO

The UW home page on the Web is at http://www.uwaterloo.ca/home.html. [The full text of Policy 45 — Dean of a Faculty — is under 'documents'.]

HEAD OF THE DEPARTMENT OF LANGUAGE EDUCATION

The Faculty of Education at the University of British Columbia invites applications for the position of Head, Department of Language Education. The Department is one of four departments in the Faculty of Education. There are 20 full-time faculty and a number of full and part time sessional instructors.

The Department offers programs leading to PhD, M.A. and M.Ed. degrees, and the Diploma in Education, and it makes a major contribution to the Faculty's Teacher Education Programs. The Department includes four program areas: language and literacy; modern language education, teacher librarianship; and the teaching of English as a second language (TESL). Department members are active in research and scholarly activity, contribute to the professional development of teachers and other professionals, and participate in local, national and international academic and professional communities. The URL for the Department is www.tane.educ.ubc.ca.

Applicants should have a strong record of scholarship in one of the program areas of the department, administrative experience, and excellent leadership skills. The appointment will be at the rank of professor. The salary is to be negotiated. The appointment will be effective July 1, 2000 or a date agreed upon by the University and the successful applicant, and is subject to final budgetary approval.

The closing date for applications is **October 15th, 1999** or until the position is filled.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Interested applicants are asked to send a letter of application, including a statement about administrative experience and leadership skills, and a recent curriculum vitae and to arrange to have three letters of reference sent to:

Dr. Nancy Sheehan, Dean
Faculty of Education
University of British Columbia
2125 Main Mall
Vancouver, B.C. V6T 1Z4

Tel: (604) 822-2533
Fax: (604) 822-6501
E-mail: nancy.sheehan@ube.ca

University of Alberta
Edmonton

Chair, Department of Linguistics

Applications and nominations are invited for the position of Chair of the Department of Linguistics. This tenured appointment will be made at the rank of senior Associate or full Professor, effective July 1, 2000. The floor of the salary scale for the rank of Professor for the 1999/2000 academic year is $65,044. Candidates should have a distinguished record of scholarship and professional achievement in both experimental and theoretical linguistics, and a research specialization compatible with one of the continuing research strengths of the department.

The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings projected over the next several years will ensure for the future the lively and productive intellectual environment on which the Faculty prides itself.

The Department of Linguistics has a strong commitment to empirical and experimental approaches to linguistic research. Department members are engaged in ongoing research projects, many grant-funded, in experimental phonetics, language acquisition, discourse processing, and the study of the phonological, morphological, and semantic aspects of the mental lexicon. A Chair is sought who has a philosophical commitment to experimental research in the service of theory, and who will act as a bridge builder with allied fields in the cognitive science domain.

The Department offers both graduate (PhD and MSc) and undergraduate degrees, and values its reputation for excellence in teaching and graduate training. It provides an environment of leading-edge research and innovative teaching/learning at both the undergraduate and graduate levels.

Please send nominations or applications (including CVs and the names of three referees) by November 30, 1999 to:

Kenneth Norrie
Dean of Arts
University of Alberta
Edmonton, Alberta
T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

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Email: mazz@caut.ca

UNIVERSITY OF NEW BRUNSWICK

Saint John

One of the most innovative and entrepreneurial university campuses in Canada is seeking a number of dynamic administrators and academics. The University of New Brunswick in Saint John (UNBSJ) has built an international reputation for high quality education in arts, business, health sciences and the sciences. Elegantly combining both an international scope and a community focus, UNBSJ offers its faculty, researchers, staff and students the opportunity to learn, work and make a difference both locally and globally. Members of UNBSJ's three faculties are currently involved in CIDA development programs in Cuba, China and Vietnam valued at over $10 million, as well as numerous research and community programs throughout New Brunswick and the Maritimes. UNBSJ's practical size (app. 3500 students) allows for an excellent student-to-professor ratio, a dynamic multi-disciplinary approach and ample opportunity for student involvement in research and campus and community endeavours. Members of faculty at UNBSJ are dedicated to education, research and learning. They're energetic members of the campus and the broader community, and they are keen to get involved with a university that is positioning itself for the challenges and opportunities of the 21st century.

FACULTY OF ARTS

The Faculty of Arts is the largest at UNBSJ, with approximately 65 faculty and staff in four departments. Offerings include a blend of traditional disciplines and interdisciplinary programs at the graduate and undergraduate levels, including Information and Communication Studies, International Studies, Criminal Justice Studies, Economics, Education, English, History, Languages, Psychology, Politics and Sociology. Faculty are encouraged to participate in offering and/or developing of new interdisciplinary programs.

The Faculty of Arts is currently seeking candidates for the following positions:

ENGLISH LITERATURE

A tenure-track position in the Department of Humanities & Languages at the level of Assistant Professor to commence 1 July 2000. The successful candidate will teach a general first-year course and upper level courses in his or her fields of specialization. Qualifications required include a PhD in English with a specialization in Renaissance dramatic and non-dramatic literature. Applications are especially encouraged from candidates with a secondary interest in Medieval studies or history of theatre. Experience with interdisciplinary teaching or research is also an asset. Successful candidates will be able to demonstrate a strong commitment to teaching and research. Consideration of applications will commence 15 November 1999.

FRENCH/FRANÇAIS

A tenure-track position in French in the Department of Humanities & Languages at the Assistant Professor level to commence 1 July 2000. A PhD in French, preferably in Comparative Literature and Culture (European, African, or other Francophone countries), native proficiency in French, teaching experience of French at the university level and strong records of teaching and research are required. Responsibilities include teaching FSL, Literature and Culture courses at the undergraduate level, participation in departmental life, research and publications. Consideration of applications will commence 1 December 1999.

L'Université du Nouveau-Brunswick (campus de Saint John) sollicite des candidatures pour combler un poste de professeur de français au rang d'adjoint, menant à la permanence, pour le Département des langues et littératures. Exigences: Doctorat en littérature et culture de langue française (européenne, africaine, antillaise, etc.), préférablement en littérature comparée; expérience d'enseignement du français comme langue seconde au niveau universitaire; expérience d'enseignement et de recherche; publications. Responsabilités: enseignement au premier cycle; encadrement d'étudiants(es); participation à la vie départementale; recherche et publication. Date d'entrée en fonction : 1er juillet 2000. Prière de faire parvenir un curriculum vitae accompagné de 3 noms de répondant(e)s provenant directement des signataires avant le 1 décembre 1999 à: M. Ken Coates, Doyen, Faculté des Arts, Université du Nouveau-Brunswick, B.P. 5050, Saint John, N.-B., E2L 4L5. (Courriel: kcoates@unbsj.ca).

Candidates for either position should send a letter of application, including a curriculum vita and the names of three confidential references, to:

Dr. Ken Coates
Dean, Faculty of Arts
University of New Brunswick
P.O. Box 5050
Saint John, N.B.
E2L 4L5
e-mail: kcoates@unbsj.ca

FACULTY OF BUSINESS
DEAN

UNBSJ's Faculty of Business is extremely innovative, entrepreneurial and community-oriented. In the last four years the Faculty has grown considerably by introducing over a half dozen relevant undergraduate and graduate and certificate programs in Electronic Commerce (EC), International Business, Accounting, Human Resource Management and Hospitality and Tourism, obtaining two externally funded Chairs (both in EC), developing an educational alliance with SAP, and participating in local, national and international activities. This growth has been achieved by a dedicated group of about 30 faculty and staff members and has been built on UNBSJ's solid BBA program, which enrols over 500 students and operates one of the largest business Co-op Programs in the Atlantic Region.

UNBSJ's Faculty of Business is a leader in Electronic Commerce education. Its EC degree programs, funded chairs, industry alliances, research focus and Electronic Commerce Centre (an industry/university partnership) provide the basis for continued growth and success in the EC area.

Another distinguishing feature is the Faculty's international programs, including a CIDA project in Vietnam and educational alliances in Eastern Europe and Asia. UNBSJ is in the process of finalizing an agreement to offer its BBA and MBA programs in China. These international initiatives complement the overall international atmosphere and orientation of UNBSJ.

UNBSJ's Dean of Business will require a unique set of interests and abilities. It is anticipated that the new Dean will maintain and expand the Faculty's close association with local, regional and national business leaders through its ongoing activities and its Advisory Board. As the faculty, staff and the campus pride themselves on working in a co-operative and collegial manner, the ability to work productively with others is highly valued and will be an essential characteristic. The Dean is frequently involved in obtaining external support for the activities of the Faculty and the campus. This role will continue. Finally, the Dean will be expected to provide the academic leadership required by any faculty and must have strong academic credibility.

In summary, we are seeking a collegial academic entrepreneur who feels comfortable in both the business and academic world. For the right person this is a unique opportunity that will provide a high degree of personal satisfaction and growth. He/she will find UNBSJ to be an extremely supportive and pleasant environment in which to work.

For more information about the campus/faculty, please check our website (www.unbsj.ca). To apply, send a letter indicating your interest and suitability for the position along with a copy of your curriculum vita to:

Dr. Rick Miner
Vice-President (Saint John)
University of New Brunswick
P. O. Box 5050
Saint John, NB
E2L 4L5

Applications/nominations will be received until 15 October 1999. We anticipate filling this position no later than 1 July 2000. Further information is available from Dr. Miner (rm@unbsj.ca or 506-648-5696).

FACULTY OF SCIENCE, APPLIED SCIENCE AND ENGINEERING

UNBSJ's Faculty of Science, Applied Science and Engineering (SASE) offers programs at the graduate and undergraduate levels. Taking full advantage of the university's proximity to some of the most dynamic water systems in the world, and its location in one of Canada's premier telecommunications centres, the Faculty's specializations include programs in marine biology and data analysis. Additional programs include biology, engineering, health sciences, mathematics and statistics, nursing, psychology and the physical sciences. The Faculty is currently seeking candidates for the following position:

CHAIR, DEPARTMENT OF MATHEMATICS, STATISTICS, AND COMPUTER SCIENCE

This is a three-year appointment commencing 1 July 2000, subject to budgetary approval. The position holds tenured stream faculty status and will be at an academic rank reflecting the experience of the successful applicant.

The Department offers introductory and upper year courses in mathematics, statistics and computer science. In addition to the B.A. and B.Sc. programs in mathematics and statistics, the Department also offers an interdisciplinary Bachelor of Science program in Data Analysis (students in Data Analysis may select a major in computer science, mathematics, statistics or economics). A distinctive B.Sc. program in Computer Science, which will complement the programs offered at UNB's Fredericton campus, is currently being considered. The Department also offers a joint major in mathematics and economics. There are active graduate supervision and faculty research programs, which have NSERC support, in the Department.

The successful applicant will have an established teaching and research record in at least one of the three academic areas ot the Department. We are particularly seeking a dynamic individual with strong administrative skills who will be able to facilitate interactions between the three academic areas of the Department and who is able to encourage an exciting and innovative interdisciplinary approach.

Deadline for applications is 30 October 1999. Applicants should forward a curriculum vita and the names of three references to:

Dr. K. De'Bell
Dean of Science, Applied Science, and Engineering
University of New Brunswick
P.O. Box 5050
Saint John, New Brunswick
E2L 4L5
Fax 506-648-5650
e-mail *sci-eng@unbsj.ca.*

The University of New Brunswick in Saint John
PO Box 5050, Saint John, NB E2L 4L5 (www unbsj.ca)

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinee en priorité aux citoyennes et citoyens candiens et aux résident(e)s permanent(e)s du Canada. L'Université du Nouveau-Brunswick respecte le principe de l'équité en matière d'emploi.

McGill

Associate Director for Nursing Research

The McGill University Health Centre (MUHC) is a recently merged quaternary care, academic health science centre in Montreal. It has 1300 beds, approximately 700,000 ambulatory care visits per year and a staff of 10,000 of which 4000 are nurses. Applications are invited from nurses with a completed Ph.D. and a demonstrated record of research productivity for this challenging leadership position. The successful candidate will build on the MUHC's existing nursing research program (approximately $4.5 million in peer reviewed funding over the last three years) to promote excellence in nursing research. The Associate Director for Nursing Research is accountable for the overall MUHC Nursing research program, including staff, activities, and resources and is responsible for recruiting additional nurse researchers and obtaining and using resources to strengthen nursing research and its ties to practice and education. This individual will actively contribute to the preparation of new nurse researchers, will have a leadership role in the MUHC Research Institute and will hold a faculty appointment at the McGill University School of Nursing. Prior administrative experience and bilingual capabilities (English and French) are assets.

All interested candidates should send their curriculum vitaes to: **Valerie Shannon, Director of Nursing, McGill University Health Centre, 1650 Cedar Avenue, Montreal, Quebec, H3G 1A4, no later than November 30, 1999**

FACULTY MEMBER SOCIAL STUDIES

The School of Education at UCC invites applications for a full-time continuing faculty member to teach required courses in the curriculum area of Social Studies and in School Organization, Administration and/or Professional Ethics. (Preference will be given to candidates who teach Social Studies and one other subject). Other duties may include teaching instructional design, practicum supervision, teacher workshops, and research projects in teacher education. We are looking for an instructor with demonstrated excellence in teaching new teachers, and who shows promise in scholarly activity.

Qualifications: PhD (or equivalent), or near completion, in an education field from an accredited institution. Experience teaching in schools and at the post-secondary level. Specialist in Social Studies Methods (Elementary) with qualifications to teach in another field. School organization and Administration, Ethics and Professionalism, etc.

Start Date: 3 January 2000

Closing Date for Applications: 15 October 1999

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #99-060 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC
V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

Simon Fraser University
Assistant Professor Experimental Condensed Matter Physics

The Physics Department at Simon Fraser University invites applications for a tenure track Assistant Professorship position in experimental condensed matter physics, to take effect in September 2000, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a commitment to undergraduate and graduate teaching. There is some preference for individuals with expertise in magnetic nanostructures. However, excellent candidates in any area of specialization that will complement and involve interaction with existing programs will be given serious consideration. The present condensed matter research group at Simon Fraser consists of twenty two full time faculty with broad research interests. The Physics Department home page can be accessed via http://www.sfu.ca/physics/

In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. If a suitable candidate from among qualified Canadian citizens or permanent residents cannot be found, other qualified applicants may be considered. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications should include a curriculum vitae, publication list and a short statement of teaching and research interests. Candidates should arrange for three letters of reference to be supplied in confidence. All correspondence should be sent to **Professor Michael Plischke, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6** by **December 1, 1999.**

FACULTY OF EDUCATION – ELEVEN POSITIONS AVAILABLE
WWW.EDUC.UBC.CA

The Faculty of Education at The University of British Columbia invites applications for up to 11 tenure track positions at the assistant professor level. The appointments will become effective July 1, 2000 and are subject to final budgetary approval. The Faculty offers programs leading to the PhD, Ed.D., M.A., and M.Ed. degrees, B.Ed. degrees with recommendations for teacher certification and several post graduate Diplomas.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The closing date for applications is **October 31, 1999**.

Department of Curriculum Studies
3 POSITIONS

The Department of Curriculum Studies invites applicants who have experience and expertise in: technology-enhanced science or mathematics education; health and physical education; and technology education (formerly industrial education). It would be desirable if applicants had additional interests in one or more of the following areas: curriculum studies, teacher education, environmental issues, early childhood education, or learning in informal or out-of-school-settings.

Programs and courses within the Department encompass curriculum theory as well as all school curriculum areas with the exception of languages. Department members and students work in a collaborative, multi-disciplinary environment.

Candidates should have a doctoral degree, a well-defined research program, relevant teaching experience in elementary or secondary schools and a record of research and publication.

Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, developing and maintaining relationships within the profession, and maintaining an active program of research and publication. Salary will be dependent upon the successful candidate's qualifications and experience.

A letter of application, a curriculum vitae, the names, addresses, phone/fax numbers and e-mail addresses of three referees, a statement of research interests and one or more published papers should be sent to:

Dr. Rita Irwin, Head
Department of Curriculum Studies
Faculty of Education, The University of British Columbia
2125 Main Mall, Vancouver, B.C. V6T 1Z4
www.curriculum.educ.ubc.ca

Department of Educational Studies
3 POSITIONS

The Department of Educational Studies invites applicants with research and teaching interests in Adult Education, History and Education and Philosophy of Education to complement existing expertise and perspectives in the Department. We are particularly interested in applicants who have a broad interest in multicultural and anti-racist education, ethics, cultural studies, health and environmental issues or comparative/international education. The preferred candidates will demonstrate a clear commitment to the field and to research. All applicants should have an earned doctoral degree and should provide evidence of research competence, a well-defined research program, and successful teaching experience.

The Department represents a recent integration of program (adult education, higher education and educational administration) and educational disciplines (sociology/anthropology, history and philosophy). It offers courses in the Faculty's post-baccalaureate teacher education program and diploma courses and has 350 students enrolled in its doctoral and masters programs.

Letters of application, a curriculum vitae, the names, addresses, phone, fax and e-mail of three referees, together with a statement of research interests and one published article (if available) should be sent to:

Dr. Patricia Vertinsky
Department of Educational Studies
Faculty of Education, The University of British Columbia
2125 Main Mall, Vancouver, BC, V6T 1Z4
www.edst.educ.ubc.ca

Department of Educational & Counselling Psychology & Special Education
3 POSITIONS

The Department of Educational and Counselling Psychology, and Special Education invites applicants who have experience in the following areas: Special Education — Behaviour; School/Family Counselling (eligibility for registration as a Psychologist in B.C. is required.); Measurement/Quantitative Methods. It would be desirable if applicants has additional expertise in one or more of the following areas (as a complement to the position applied for): Counselling Psychology; Human Learning, Development, and Instruction, Measurement, Evaluation, and Research Methodology; Social Psychology; and Special Education.

The Department offers required and elective studies in the B.Ed. program. Thirty-five tenure-faculty and approximately 400 graduate students are actively engaged in scholarly studies relating to the areas listed above.

Candidates should have a doctoral degree, a well-defined research program, and a record of research and publication. Successful candidates will be required to teach undergraduate and graduate courses, supervise graduate students, and pursue scholarly activities. Salary will be commensurate with qualifications and experience.

A letter of application, a curriculum vitae, the names, and addresses, (postal and email) and phone/fax numbers of three referees, a statement of research interests and one or more published papers should be sent to:

Dr. Perry Leslie, Head
Department of Educational and Counselling Psychology and Special Education
Faculty of Education, The University of British Columbia
2125 Main Mall, Vancouver, BC V6T 1Z4
www.ecps.educ.ubc.ca

Department of Language Education
2 POSITIONS

The Department of Language Education invites applicants who have experience and expertise in the fields of Drama and Theatre in Education, and in New (Multi) Literacies. Additional interests in one or more related areas of Language Education including Children's Literature, the Language Arts, Sociocultural Approaches to Language Development, and Oral Language Development would be desirable. An interdisciplinary approach to their area, and experience in cross curricular approaches to their area will be assets.

Applicants for these positions will have a doctoral degree (or be in the final stages of its completion), will have begun a program of research and publications, and have broad experience teaching at the elementary, secondary or adult levels. The successful candidates will be required to teach undergraduate and graduate courses in Language Education, supervise graduate students, and pursue their program of scholarly research and publication.

Applicants should include a current curriculum vitae, names of three referees together with their addresses, phone numbers and email addresses, a statement of research interests, and an example of recently published work. Applications should be directed to:

Dr. Kenneth Reeder, Acting Head
Department of Language Education
Faculty of Education, The University of British Columbia
2125 Main Mall, Vancouver, B.C., V6T 1Z4
www.lane.educ.ubc.ca

The University of Manitoba
Faculty of Medicine

HEAD, DEPARTMENT OF BIOCHEMISTRY & MEDICAL GENETICS

Application and nominations are invited for the position of Head of the new Department of Biochemistry and Medical Genetics, Faculty of Medicine, University of Manitoba for a five year term beginning on July 1, 2000. The Department is the result of the amalgamation of the previous Departments of Biochemistry and Molecular Biology and Human Genetics and will be a strong academic unit. The appointment will be full-time and tenured at the rank of Professor.

Candidates should have a PhD and/or MD, a substantial record and Achievement in biochemistry and/or genetics, and extensive experience in teaching and research as well as proven administrative experience. The Department is responsible for programs of education at the undergraduate and graduate levels in medicine and science.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted no later than **September 30, 1999**, to: **Dean Brian K. Hennen, Chair, Department of Biochemistry and Medical Genetics Search Committee, Faculty of Medicine, University of Manitoba, A101-753 McDermot Avenue, Winnipeg, Manitoba, Canada, R3E 0W3.**

Department of Geography & Programme in Planning
University of Toronto

Tenure-Track Position Physical Geography

The Department of Geography and Programme in Planning, University of Toronto, invites applications from outstanding individuals for a tenure-track position at rank open in Physical Geography beginning July 1, 2000. The successful candidate should have demonstrated research excellence and a strong record of external funding in the field of modelling physical systems, with emphasis on numerical simulation methods and advanced spatial analysis. Preference will be shown for those applicants with experience in hydrological or hydroecological modelling. Expertise in field validation and calibration would complement the department's considerable strengths in physical processes. Applicants must possess a Ph.D. and have excellent teaching and communication skills. The successful candidate will be asked to contribute to a vibrant undergraduate and graduate program within the department and become a focal point for interdisciplinary research in earth surface environments. Candidates will be expected to provide leadership in the use of and expansion of modern Geographic Information Systems laboratories available in both the department and the Faculty of Arts and Science.

Additional information on the Department can be obtained through World Wide Web at http://www.geog.utoronto.ca/

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

Candidates should send curriculum vitae, statements of teaching specializations and research interests, plus the names of three referees before **October 15, 1999** to:

Professor Larry S. Bourne
Acting Chair, Department of Geography
University of Toronto
Toronto, Ontario M5S 3G3
Canada

UNIVERSITY OF TORONTO at Scarborough — Anthropology The University of Toronto at Scarborough, Division of Social Sciences, invites applications for a budget-approved, full-time tenure-stream position in Anthropology at the Assistant Professor level, to commence 1 July 2000. The successful candidate will specialize in environmental issues, with strong research and teaching interests in health and human ecology. Active research on gender/women's issues in these areas will be an asset, as will research in international and multi-cultural settings. The successful candidate will teach undergraduate and graduate courses in Anthropology and will contribute to an undergraduate programme in Society and Environment. Applicants must have a PhD; successful teaching experience will be considered an asset. The closing date for applications is 31 October 1999. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and provide names, address (including e-mail) of three referees to: The Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario M1C 1A4. This advertisement is directed to Canadian Citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

MCGILL UNIVERSITY — New joint, tenure-track position in Anthropology and McGill School of Environment, at Assistant Professor level, for specialist on Common Property Resources (e.g., crop lands, aquifers, wetlands, grazing lands, forests, fisheries, or others). The successful candidate's work may compare local production systems where resources are used under mixed, changing, or competing property-rights systems and examine outcomes in terms of poverty, efficiency, sustainability. It should address basic research questions (e.g., how do different combinations of property rights contribute, or not, to protecting ecosystems & livelihoods?) and address issues of policy & evaluation. S/he will complement our strengths in environmental anthropology and related fields. (1) In Anthropology, s/he will complement our strengths in Environment and Development with innovative research and teaching. Regular duties: 2 (1-term) courses (1 graduate seminar every 2 years); service on departmental committee. Information at: www.arts.mcgill.ca/programs/anthro/ (2) in MSE (a new unit based in 3 core faculties: Arts; Science, Agricultural & Environmental Sciences): contribute to MSE undergraduate courses, help establish formal MSE graduate program. Information at: www.mcgill.ca/mse Track record of creativity & intellectual potential in research & teaching the main criteria. Ph.D. required, French also an asset. Applicants should send 2 copies of: CV, letter describing research & teaching experience; recent offprints, articles in press, or thesis outline, names of 3 referees (with phone, fax, email connections). Books, theses, teaching dossiers, & reference letters will be requested from those making the first cut. Applications here by October 18 assured consideration. Will interview in Fall, appoint in January. McGill is committed to equity in employment. As required by Immigration law, this ad is directed in the first instance to citizens & permanent residents of Canada. Applications & inquiries to: D. Attwood, Chair, Anthropology, & P. Brown, Director, MSE, c/o R.M. Stano, Anthropology Department, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2T7.

BIOCHEMISTRY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Biochemistry and Molecular Biology at the University of British Columbia invites applications for a Research Associate position, effective immediately. The individual appointed to this position will study membrane protein structure, help with the day to day maintenance of the x-ray detector and generator, and in the guidance of more junior people in the laboratory with respects to x-ray crystallography. Experience in macromolecular x-ray crystallography, molecular cloning, protein purification and crystallization essential. The candidate should have at least 3 years relevant post-doctoral experience. The initial appointment will be for one year with the possibility of renewal. Applicants should submit a letter of application and a curriculum vitae and request two letters of recommendation to be sent directly to Dr. Natalie Strynadka, Department of Biochemistry and Molecular Biology, University of British Columbia, 2146 Health Science Mall, Vancouver, B.C. V6T 1Z3. The deadline for applications is September 30, 1999. UBC hires on the basis of merit and is committed to employment equity. We courage all qualified persons to apply. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY — Department of Biochemistry. Applications are invited for a Faculty position at the Assistant Professor level in the area of structural biology. We are particularly but not solely, interested in individuals with NMR expertise; time is available on a new 500 MHz instrument in the Department of Chemistry. The Department has X-ray crystallography instrumentation, SGI workstations, and is about to purchase an electon paramagnetic resonance spectrometer. Applicants should have a PhD and a minimum of 2 years post-doctoral experience. The goal is to select a candidate whose expertise will complement and build on the existing research strengths in the department (see WEB site for list of research areas: http://meds-sa10.meds.queensu.ca/medicine/biochem/). The Department has a strong research program and strengths in both graduate and undergraduate teaching. The successful candidate will be expected to apply for external salary funding to the Medical Research Council of Canada or other appropriate agencies for a 5 year position during the first 2 years of the appointment. The successful candidate will be eligible to apply for an available tenure-track position at the completion of their externally funded period provided provincial funding allows filling of the open position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Letters of application should include a curriculum vitae and indicate area(s) of expertise, future research interests and the names and addresses of 3-5 referees and be sent to Dr. Albert Clark, Head, Department of Biochemistry, Queen's University, Kingston, Ontario K7L 3N6 (Fax 613-533-2022; e-mail address: clarka@post.queensu.ca). Letters of reference will be sought by the Appointments Committee for short-listed candidates. The application deadline is September 30, 1999.

BIOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA — Bacterial Genetics. The Department of Biological Sciences, University of Alberta, in the Faculty of Science is a broadly based biology department with strong research interest groups in microbiology and molecular genetics. We invite applications for a tenure track position in bacterial genetics at the level of Assistant Professor. Applicants with an interest in simple eukaryotes will also be considered. Applicants should have a broad range of research expertise addressing questions of fundamental biological importance, and have outstanding potential for excellence in teaching. The research of our 68 faculty members and 260 graduate students is supported by excellent facilities including extensive controlled environmental, aquatic and fermentation facilities, a molecular biology service unit, and a fully equipped microscopy unit. For additional information about the Department see: <www.biology.ualberta.ca/>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should forward a curriculum vitae, list of publications, reprints of their three most significant publications, a brief research plan and statement of teaching interests to: Dr. S.E. Jensen, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants must also arrange for three letters of reference to be sent to the Chair. Closing Date: October 29, 1999. The effective date of employment will be July 1, 2000. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Animal Physiology. The Department of Biological Sciences, University of Alberta, in the Faculty of Science is a broadly based biology department with a strong research interest group in physiology and cell biology. We invite applications for a strong research interest group in physiology and cell biology. We invite applications for a tenure track position in animal physiology at the level of Assistant Professor. Preference will be given to applicants with research interests in neurobiology that complement or build upon our existing strengths in neuroendocrinology, evolutionary, developmental, and molecular neurobiology; and inter- and intracellular signalling in vertebrate and invertebrate systems. Applicants should have a broad range of research expertise that encompasses multiple levels of organizational complexity, and have outstanding potential for excellence in teaching and research. The research of our 68 faculty members and 260 graduate students is supported by excellent facilities including extensive controlled environment and aquatic facilities, molecular biology service laboratories, and a fully equipped microscopy unit. For additional information about the Department see: <www.biology.ualberta.ca/>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should forward a curriculum vitae, list of publications, reprints of their three most significant publications, a brief research plan and statement of teaching interests to: Dr. S.E. Jensen, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants must also arrange for three letters of reference to be sent to the Chair. Closing Date: October 29, 1999. The effective date of employment will be July 1, 2000. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOLOGY

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3 and 4 year B.A. and B.Sc. degrees and a 2-year, after-degree B.Ed., is inviting applications from women and men for a full-time, tenure-track vacancy in biology. The successful candidate must be able to teach courses in Introductory Biology, Genetics, Molecular Cell Biology, or Vertebrate Physiology and one or more of the following: Microbiology, Vertebrate Zoology, Human Anatomy and Physiology (non-majors), and Ethology. Supervision of senior research projects will also be required. The successful candidate will join a department in which biology is taught from a historical and theoretical perspective that emphasizes foundational and ethical commitments and that challenges students to develop a stewardship perspective. An interest in the relationship between biology and other academic disciplines is an asset. The successful candidate must demonstrate graduate level course work in areas of teaching. A Ph.D. is required for tenure track appointment as well as commitment to the College's Christian Statement of Faith. Starting date: July 1, 2000. Deadline: October 22, 1999 or when filled. The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to first to Canadian citizens and permanent residents. Qualified female and male candidates, including visible minorities are encouraged to apply. Starting salary: $37,000 and up with generous benefit package. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125 - 50 St., Edmonton, AB, T6B 2H3; Tel: 780-465-8304; Fax: 780-465-3534; email: skward@kingsu.ab.ca; WEB: www.kingsu.ab.ca.

UNIVERSITY OF WATERLOO — The Department of Biology of the University of Waterloo invites applications for two Tenure Track positions. The successful candidates will help launch a new joint Computer Science - Biology undergraduate program in Bioinformatics and will contribute to our research strength in a relevant discipline such as molecular biology, molecular evolution, molecular genetics, molecular systematics, proteomics, or genomics. Appointments will be at the Assistant Professor or junior Associate Professor level. Applicants must have a Ph.D. and be prepared to establish an active research program. Duties will include research, teaching at the undergraduate and graduate levels, and graduate student supervision. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1-2 pages) of their proposed research program to: Dr. William O. Taylor, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for

Department of Physics
University of Toronto

Assistant Professor Experimental Nonlinear or Biological Physics

The Department of Physics will make a tenure track appointment at the rank of Assistant Professor with an expected starting date of 1 July 2000. An appointment at a higher rank may also be considered.

We seek candidates with a Ph.D. in Physics, with proven or potential excellence in both research and teaching. Our goal is to find a candidate with a strong experimental background and an innovative, interdisciplinary outlook. We are interested in the general area of physics far from equilibrium: nonlinear physics (e.g. pattern formation, granular media, fracture) or biological physics (e.g. DNA dynamics, chemotaxis). We also invite outstanding candidates working in related areas of experimental soft condensed matter physics to apply. Salary will be commensurate with qualifications and experience.

Applications, including a curriculum vitae, a summary of proposed research and three letters of reference should be sent to:

Professor Pekka Sinervo
Chair, Department of Physics
University of Toronto
60 St. George Street
Toronto, Ontario M5S 1A7
Canada

The deadline for the receipt of applications and letters of recommendation is **30 November 1999**. We urge prospective candidates to visit our home page at http://www.physics.utoronto.ca/.

The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

FACULTY POSITIONS

Applications are invited for faculty positions in the **College of Arts, Social and Health Sciences**. The College is one of two at the University of Northern British Columbia and it has a set of Programs that focus on the development of human resources and the quality of life and the relationship between the environment and human activity. Faculty are committed to effective and innovative teaching that includes providing courses by distance delivery throughout a large region. Since the University opened in 1994, faculty in the College have built very successful research programs and research institutes. The College also enjoys close relations with the various communities of Northern British Columbia, including the region's First Nations.

Individuals interested in pursuing a career in this dynamic and creative academic environment are encouraged to apply for the following positions. Please note that all of the following tenure-track positions, with the exception of the Chair of First Nations Studies, will be appointed at the rank of assistant professor or instructor depending on qualifications. Unless otherwise stated, a PhD is the expected qualification.

Chair of First Nations Studies

A doctoral or equivalent degree in any discipline with First Nations content is preferred. The successful candidate should also have an established record as a scholar and previous administrative experience is highly desirable. Experience in innovative curriculum development, in working in an interdisciplinary environment and in establishing links with aboriginal communities will be major assets. The ability to work with aboriginal communities is very important. The successful candidate will have the opportunity to provide leadership in teaching and research across a diverse region at a crucial time for First Nations communities. Salary and rank will be dependent on qualifications. Unless otherwise stated, a PhD is the expected qualification.

Anthropology Program (2 positions)

The first position requires an individual with specialization(s) relevant to the archaeology of central and northern British Columbia, or who is able to demonstrate a willingness to develop such expertise upon appointment. Topical specialties are open. Applicants should have strong grounding in contemporary method and theory and be able to offer evidence of effective undergraduate teaching. The successful candidate will assume a leading role in further development of the Program's archaeological field school, and will be expected to engage community-based perspectives in teaching and research.

The second position requires an individual with an active northern research program or a willingness to develop one. Specialties are open, but preference will be given to applicants who have strengths in the ethnography of British Columbia, development issues, aboriginal issues and feminist perspectives. A strong grounding in contemporary theory and participatory methodology is preferred. The successful applicant will show evidence of effective undergraduate teaching, will participate in developing an anthropological understanding of Northern British Columbia, and will be expected to engage community-based perspectives in teaching and research.

English Program

The English Program is seeking applicants with teaching and research interests in any period before the Victorian.

First Nations Studies Program

A position dealing with contemporary aboriginal issues, such as, but not necessarily confined to, self-government, aboriginal law, treaties, and aboriginal resource planning. A doctoral degree is desirable but applicants with a graduate degree and the expectation of working towards a doctorate are also welcome to apply. The successful applicant should have experience with community-based programming and be willing to work with aboriginal communities in Northern British Columbia. Expertise in the aboriginal people of British Columbia, particularly Athabaskan or Metis peoples, is an asset but not a requirement.

History Program

A position in the history of the United States. A specialization in environmental history would be a particular asset but a focus on Native, gender or western history would also be looked upon favorably.

Nursing Program (2 positions)

The Nursing Program provides practice-based nursing education at the undergraduate and graduate level with a focus on rural and northern Nursing, community health, and aboriginal health. The Program offers a 4 year BSN in collaboration with the College of New Caledonia, a certificate in Rural and Northern Nursing, and a Nursing stream within an interdisciplinary MSc in Community Health.

Applicants for the first position should have a strong clinical background or clinical experience in advanced practice Nursing, preferably in primary care settings. Applicants for the second position should have a strong clinical background or clinical experience in acute care. Ideal candidates for both positions will have a doctoral degree or equivalent with at least one degree in Nursing, and will be eligible for certification as a Nurse Practitioner. Eligibility for registration with the RNABC is required as well as teaching experience and evidence of scholarship. Successful applicants will be expected to teach at the undergraduate and graduate levels, practice, and pursue a program of research.

Psychology Program

Applicants should be capable of contributing to the areas of existing strength in the Program, especially psychological approaches to health (mental and physical), human development and social and cognitive processes (see http://quarles.unbc.ca/psyc/ for more details). Qualifications include a Ph.D. in Psychology or a related field, evidence of the ability to teach at all levels including graduate, and evidence of the ability to establish a productive, independent research program. The Psychology Program emphasizes methodological strength, disciplinary fundamentals and the contributions of Psychology to societal well being. We seek an individual who is committed to these ideas and capable of working collaboratively with colleagues in Psychology and other disciplines.

Social Work Program

The Social Work Program provides BSW and MSW degrees and is committed to a program of studies informed by a central concern for human rights, personal empowerment, community change, social justice and anti-oppression. Incorporating critical social thinking, the Program emphasizes Social Work in northern and remote areas, aboriginal issues as well as women in human services and community practice, through courses that recognize the integration of practice, policy and research.

The successful candidate must be able to teach in a range of practice subjects (for example substance misuse, community development, communications, group work etc.), and must also have demonstrated experience in field education instruction and supervision at the BSW level. Social Work is a small, dynamic Program in which faculty members are required to undertake administrative responsibility, to be involved in community and to maintain scholarly activities.

The successful candidate will have a doctoral degree in Social Work or related discipline, and have at least one degree in Social Work. Preference will be given to candidates with direct practice experience in northern and remote settings and who have taught at the BSW and MSW levels. Candidates will be expected to provide evidence of scholarly activity as well as evidence of anti-oppressive practice and analysis.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, British Columbia, V2N 4Z9; Fax 250-960-7300. Inquiries about any of these positions should be directed to Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, UNBC; fisher@unbc.ca, phone 250-960-5823. In all cases preference will be given to applications received before November 15, 1999. The starting date for all positions will be before August 1, 2000.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES

CAREERS SECTION · SECTION DES CARRIÈRES

applications is September 30, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Additional information on the Department is available at http://www.science.uwaterloo.ca/biology/biology.html

UNIVERSITY OF WATERLOO — The Department of Biology of the University of Waterloo invites applications for two Tenure Track positions at the Assistant Professor level, one in Genetics and one in Immunology. Applicants should have a Ph.D. and postdoctoral experience, and be prepared to establish an active research program. Duties will include research, teaching at the undergraduate and graduate levels, and graduate student supervision. For the genetics appointment, we are seeking a person who will establish an innovative research program in eukaryotic molecular genetics and offer introductory and advanced courses in genetics. For the immunology appointment, we are seeking someone to establish a research program in immunology, offer an undergraduate course in immunology, and contribute to our teaching in one of animal physiology, environmental toxicology, microbiology or molecular biology. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1-2 pages) of their proposed research program to: Dr. William D. Taylor, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for applications is September 30, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Additional information on the Department is available at http://www.science.uwaterloo.ca/biology/biology.html

BIOTECHNOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — Biotechnology Laboratory Assistant Professor, Plant Molecular and Cellular Biology. The Biotechnology Laboratory invites applications for a tenure-track faculty position at the level of Assistant Professor in the area of plant molecular and cellular biology. The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology, and in fermentation and process engineering. The Biotechnology Laboratory is also an active partner in a major new initiative to develop genomic science in British Columbia. There are currently ten faculty members conducting research in the Biotechnology Laboratory with 52 graduate students drawn from ten different academic departments. In addition, the Biotechnology Laboratory has actively promoted plant biotechnology on campus by the inclusion of three additional plant scientists as associate members of the Laboratory. The Biotechnology Laboratory provides an exceptionally supportive environment for new faculty and for the development of new research directions. The successful candidate will be expected to establish a vigorous research program in plant molecular/cellular biology. We will consider applicants in a broad range of areas including genomics, plant-microbe interactions, development, plant biotechnology and molecular farming, metabolism, physiology and plant signaling systems. Investigators with experience in model systems and an interest in applied aspects of plant biology are encouraged to apply. He/She will have cross appointments in Botany and Agricultural Sciences and will be expected to participate in the education of students at the undergraduate and/or graduate level. There are many opportunities for collaboration with other members of the Biotechnology Laboratory and with other units on campus. Several Networks of Centres of Excellence are represented at the University and a new Genome Sequence Centre is starting operations in Vancouver. The successful applicant will assume a laboratory completely equipped for molecular genetics and cell biology, will have access to state-of-the-art facilities for a wide range of studies in biotechnology and will play an integral role in maintaining and expanding the University's strength in plant molecular genetics/biology. Screening of applicants will begin November 1 and continue until the position is filled. Candidates should provide a bibliography, a current curriculum vitae, a description of proposed research and interests, and the names and addresses of three references to: Dr. Douglas G. Kilburn, Director, Biotechnology Laboratory, University of British Columbia, 6174 University Blvd., Room 237, Vancouver, BC V6T 1Z3 Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS

UNIVERSITY OF WESTERN ONTARIO — General Management / Strategy The Richard Ivey School of Business (formerly the Western Business School) is widely recognized for the quality of its management education. The School's major activities include: a highly regarded MBA program, a small and selective undergraduate program, a well-established doctoral program and one in most major areas of management; as well as executive education programs for managers, including an Executive MBA program and a videoconferencing Executive MBA program. The School is internationally oriented in curricula, research, faculty and students. The School supports research dealing with issues of interest and relevance to practicing managers. Excellence in teaching, and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. The School's principal location is London, Canada, a community of 350,000 equidistant from Toronto and Detroit. The Executive MBA facilities are situated in Mississauga, just outside of Toronto, and Hong Kong. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Burnaby (just outside Vancouver), Edmonton, Calgary, Markham (outside Toronto), Montreal and London. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. The School also is undertaking substantial programs of teaching and research activities in Asia and Latin America. The School seeks candidates for a probationary tenure track or limited term position at the level of Assistant or Associate Professor in the General Management / Strategy area. The position is available to begin July 2000. The successful candidate will have demonstrated a strong commitment to the practice of management in both research and teaching. The ability to teach the core Strategy course (formulation and implementation) is essential. A demonstrated interest in international management and/or the management of rapidly growing enterprises is an asset. Several years of teaching experience with a proven ability in executive education programs is highly valued. Applications for a tenured Associate Professor or Full Professor position are also encouraged if the candidate's qualifications and record of achievement indicate an interest and ability to quickly begin playing a leadership role in the areas mentioned above. This position is subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Rod White, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Submission deadline is November 30, 1999. Phone: 519-661-4211; Fax: 519-661-3485, E-mail: gmarea@ivey.uwo.ca

UNIVERSITY OF ALBERTA — The Department of Marketing, Business Economics and Law invites applications for a full-time, tenure track position for a regulatory economist at the associate or full professor level to teach in natural resource programs and to perform research in areas of expertise. Candidates should be established regulatory economists with a recognized research track record, especially in the field of energy or natural resource regulation, and should be highly familiar with the natural resource and energy regulatory regimes in Canada. Industry or consulting experience would be valued. Entry level candidates (assistant professor level) will also be considered. PhD or equivalent is required. Appointments are normally effective July 1, 2000. The position is subject to budgetary approval. Salary depends on experience and qualifications. Competition closes December 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send applications to Philip Raworth, Department of Marketing, Business Economics and Law, University of Alberta, Edmonton, Alberta, T6G 2R6. Fax: (780) 492-3325. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business, Assistant Professor of Marketing. The Michael G. DeGroote School of Business at McMaster University invites applications for two tenure-track appointments at the rank of Assistant Professor of Marketing, commencing July 1, 2000. Candidates from any of the traditional areas of marketing are encouraged to apply. Crossover research and/or teaching interest in any of the following areas will be an asset: Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce. Candidates must possess a doctorate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vita and the names and contact information of three referees. Send application and all supporting documentation to: Dr. Rick D. Hackett, Interim Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4M4 Canada; Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the positions are filled.

MCMASTER UNIVERSITY — Faculty of Business. The Michael G. DeGroote School of Business, McMaster University, invites applications for a tenure-track position at the Assistant level, commencing July 1, 2000, in the area of Information Systems with research and teaching interests in Electronic Commerce. Preference will be given to those candidates with research and teaching interests in the technical and business issues associated with E-Commerce. PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. Breadth in teaching capabilities is a distinct advantage. Salary will be commensurate with research scholarship, teaching and applied experience. Submit applications, c.v. and names with contact information on three referees to: Dr. Rick, D. Hackett, Interim Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, Ontario L8S 4M4; E-mail: Hackett@McMaster.ca. McMaster University is committed to employment equity and encourages applications from all qualified candidates including: aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

CARLETON UNIVERSITY — School of Business Subject to budgetary approval, Carleton University's School of Business invites applications for a full-time, tenure-track position in Information Systems at the rank of Assistant Professor. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the ongoing development of our newly established Financial Concentration. The position requires a PhD or equivalent degree (completed or near completion) and evidence of strong research and teaching, although Canadian or landed immigrant applicants who are close to completion will be considered. The School of Business, part of the newly created Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers a Bachelor of Commerce with Honours degree, a Bachelor of International Business with Honours degree, a research-based Masters in Management Studies (M.M.S.) and a PhD in Management. Salary is competitive and commensurate with qualifications. Carleton University is committed to equity of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curricula vitae and names of three academic referees by September 30, 1999 to: Dr. Vinod Kumar, Director, School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-2379; Fax: (613) 520-2532; e-mail: vinod_kumar@carleton.ca; URL: http://www.business.carleton.ca

MCGILL UNIVERSITY — Tenure Track Positions. Organizational Behavior and Human Resource Management. The Faculty of Management of McGill University invites applications for tenure-track positions in Organizational Behavior and Human Resource Management at all ranks for July 2000. Salary is commensurate with the candidate's qualifications and research record. The Faculty of Management of McGill University is committed to the development of the practice of management through the offering of outstanding undergraduate, graduate, and post-graduate business education, and the pursuit of scholarly activities judged to be excellent when measured against the highest international standards. Please send c.v. and three letters of recommendation to: Professor Mary Dean Lee, Area Coordinator, Organizational Behavior and Human Resource Management, Faculty of Management, McGill University, 1001 Sherbrooke Street West, Montreal, QC Canada H3A 1G5; Telephone: (514) 398-4034, Fax: (514) 398-3876. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Accounting, Finance, Marketing, and Operations and Decision Sciences areas commencing July 1, 2000. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. The specific areas of expertise sought for the Accounting position are tax, managerial, auditing and/or accounting information systems; for the Finance position they are derivatives and/or insurance; and for the Operations and Decision Sciences position they are supply chain management. Qualifications include PhD or ABD with evidence of strong research and teaching potential. Limited term positions are also available in Accounting (managerial, financial, and/or auditing) and Policy (introductory business). The School has sixty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All appointments are subject to budget approval. Please direct applications to: Dr. Ruth Harris, Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5.

CARLETON UNIVERSITY — School of Business. Subject to budgetary approval, Carleton University's School of Business invites applications for a full-time, tenure-track position in Finance at the rank of Assistant or Associate Professor. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the on-going development of our newly established Finance Concentration. The position requires a PhD or equivalent degree and evidence of strong research and teaching, although Canadian or landed immigrant applicants who are close to completion will be considered. The School of Business, part of the newly created Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers a Bachelor of Commerce with Honours degree, a Bachelor of International Business with Honours degree, a research-based Masters in Management Studies (M.M.S.), and a PhD in Management. Salary is competitive and commensurate with qualifications. Carleton University is committed to equity of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curricula vitae and names of three academic referees by September 30, 1999 to: Dr. Vinod Kumar, Director, School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-2379; Fax: (613) 520-2532; e-mail: vinod_kumar@carleton.ca; URL: http://www.business.carleton.ca

BUSINESS ADMINISTRATION

UNIVERSITY OF WINDSOR — Business Administration. The University of Windsor invites applications for a tenure-track position in Accounting Information Systems commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultypositions> Acting Dean, Faculty of Business Administration, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 3091; Fax (519)973-7073; e-mail jdeshpde@uwindsor.ca

CHEMISTRY

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant/Associate Professor in Biological/Medicinal Chemistry, effective on or after July 1, 2000. The appointment will be held at the campus of the University of Toronto at Mississauga. Applicants should possess a Ph.D. in organic chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until September 30, 1999. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential

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DALHOUSIE UNIVERSITY

DALTECH
Department of Electrical and Computer Engineering

INDUSTRIAL RESEARCH CHAIR in
MULTISENSOR INFORMATION FUSION

The Faculty of Engineering at DalTech, Dalhousie University (formerly the Technical University of Nova Scotia), anticipates the establishment of an Industrial Research Chair in Multisensor Information Fusion in the Department of Electrical and Computer Engineering. The industrial partner will be MacDonald Dettwiler and Associates Ltd. of Halifax (MDA Halifax), a dynamic and innovative firm with an established track record in the development of information systems for military and commercial applications. The emphasis of the Chair will be on the development of sensor and image data fusion, information extraction and fusion, decision support, and sensor management techniques. Typical applications will be tactical (i.e. near real-time) systems operating in a networked and geographically distributed information environment. An important goal of the Chair will be the transfer of technology to industry.

DalTech invites applications from highly qualified individuals for this tenure-track position. Candidates must have a Ph.D. in a related discipline, a strong research record and demonstrated expertise in Multisensor Information Fusion. Experience in applications that use sonar data is highly desirable. Excellence of academic qualifications, industrial research experience, and willingness to collaborate with industry will be major factors in the Chair selection. Proven abilities to plan a research program, acquire funding and lead a team are also essential. Selected candidate must commit to full collaboration with the industrial sponsors. The position of Industrial Research Chair will be conditional on receiving an NSERC grant. Preference will be given to applicants who are eligible for Canadian security clearance.

Applications will be accepted until a suitable candidate is found. It is anticipated that this Chair will be in place for July 1, 2000. Queries may be sent by e-mail to: sherwin.nugent@dal.ca. Applications, including curriculum vitae, a one-page summary of the intended approach to the research, and the names of three referees, should be submitted to:

Dr. S. Nugent, Head, Department of Electrical and Computer Engineering
DalTech, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia CANADA B3J 2X4

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from all qualified Aboriginal Peoples, persons with disabilities, racially visible persons and women.

TENURE TRACK ASSISTANT PROFESSOR POSITIONS
COMPUTER SCIENCE &
ELECTRICAL & COMPUTER ENGINEERING

The Departments of Computer Science and Electrical and Computer Engineering at the University of British Columbia are recruiting for four new tenure-track positions at the rank of Assistant Professor. It is expected that the positions will support collaborative initiatives between the two departments in Software Engineering. However, outstanding candidates in all areas of Computer Science and Computer Engineering will be considered.

Applicants must demonstrate exceptional research potential and teaching ability. Successful candidates are expected to pursue an active research program, perform both undergraduate and graduate teaching, and supervise graduate students. A PhD or equivalent in an appropriate area is required. The positions are available immediately, and salary will be commensurate with experience.

Department of Computer Science

The Department will consider outstanding applicants over a wide range of areas of Computer Science research. In addition to software engineering, the Department has particular interest in recruiting in the areas of computational biology, computer architecture, computer graphics, databases, educational technology, human-computer interaction, multimedia and scientific computation.

The Department offers undergraduate and graduate degree programmes in Computer Science. Additional information about the Department is available at http://www.cs.ubc.ca/

Applicants should submit their resume and the names of at least three references to:
Nick Pippenger,
Chair, Recruiting Committee
Department of Computer Science,
University of British Columbia
Vancouver, BC, V6T 1Z4

Department of Electrical & Computer Engineering

The Department invites outstanding applicants over a wide area of Computer Engineering and particularly those with strength in core software engineering methodologies such as: verification, testing, reliability and performance; language manipulation; requirements analysts and design, and applications' areas such as realtime, fault tolerant, distributed and parallel processing and HCI. Industrial experience is an asset.

The Department offers undergraduate and graduate degree programmes in Electrical Engineering and Computer Engineering. Additional information about the Department available at http://www.ece.ubc.ca/

Applicants should submit their resume and the names of at least three references to:
Chair, Recruiting Committee
Department of Electrical and Computer Engineering
University of British Columbia
Vancouver, BC, V6T 1Z4

Applicants are requested to submit their application to the Department that most closely fits their background and interests. Applicants to one Department will not automatically be considered by the other. Short-listed candidates may be considered for joint appointment, if appropriate.

To ensure consideration, please respond by **September 30, 1999**. The search will continue until all positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Biotechnology, effective on or after July 1, 2000. The appointment will be held at the campus of the University of Toronto at Mississauga. Applicants should possess a Ph.D. in biophysical chemistry, a strong academic background and an excellent research record. The successful candidate will be expected to develop an internationally recognized research program combining basic and applied investigation with active collaboration with industrial partners. The position is primarily intended to serve the M. Biotech. program, and the candidate will have teaching duties that are largely dedicated to this purpose. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until September 30, 1999. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor, effective on or after July 1, 2000. Applicants should possess a Ph.D. in organic chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. Salary will be commensurate with qualifications and experience. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until September 30, 1999. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for two full-time positions at the rank of Lecturer, effective on or after July 1, 2000. Applicants should possess a Ph.D. in chemistry. The successful candidate will be expected to teach at the undergraduate level, develop and supervise undergraduate laboratories, be active in undergraduate research, and perform related professional and administrative activities within the department. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until September 30, 1999. Applicants should provide a curriculum vitae and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6.

MCGILL UNIVERSITY — The Departments of Physics and Chemistry at McGill University are expanding their research in Experimental Materials Science. Applications are invited for a joint (Chemistry and Physics) tenure-track position at the rank of Assistant Professor, beginning no later than September 2000. We seek candidates with a proven record of excellence in experimental research who will strengthen or add to existing research interests in the two departments. Faculty members are currently active in the fields of magnetism, thin films, surface science, scanning probe techniques, nanoelectronics, meso-scale phenomena, neutron and synchrotron x-ray scattering, non-equilibrium processing, hydrogen storage, bio-materials, macromolecular self-assembly, liquid crystals, polymer synthesis and morphology, drug delivery, colloids, NMR, non-linear optical materials, conducting polymers, electrochemistry and the kinetics of phase transitions. For more information, consult the web page. http://www.physics.mcgill.ca/joint_position.html. Candidates are expected to have a capacity for excellence in teaching and will have teaching responsibilities in both departments. The successful candidate will be invited to join the Centre for the Physics of Materials. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a detailed research plan. They should also arrange for three letters of reference to be sent directly to: Professor Bruce Lennox, Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St.W, Montreal, Que., Canada, H3A 2K6. Review of applications will begin October 15th, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF ALBERTA — Organic Chemistry. The Department of Chemistry at the University of Alberta is seeking an individual with exceptional promise and an outstanding record of research and teaching excellence for a faculty position in Organic Chemistry to begin July 1, 2000. The rank for this position is open and applicants at any Professorial level will be considered. We are looking for candidates with PhDs whose research interests will complement those of the present faculty; however, outstanding individuals in any area of organic chemistry are encouraged to apply. The research of 30 faculty and 150 graduate students is supported by excellent services, including x-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae, the names of three references and a research proposal by October 15, 1999 to: Professor Gary Hotlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Inorganic Chemistry. The Department of Chemistry at the University of Alberta is seeking to fill a faculty position in Inorganic Chemistry to begin July 1, 2000. The rank for this position is open and applicants at any Professorial level will be considered. The successful individual will have exceptional promise for research and teaching excellence. We are looking for candidates with PhDs whose research interests will complement those of the present faculty and there is a particular interest in the areas of bioinorganic chemistry and materials science. The research of 30 faculty and 150 graduate students is supported by excellent services, including x-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae, the names of three references and a research proposal by October 15, 1999 to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Bioanalytical Chemistry. The Department of Chemistry at the University of Alberta invites applications for a tenure track position in Bioanalytical Chemistry at the Assistant Professor level to begin July 1, 2000. We are seeking candidates with PhDs whose research interests include characterization of proteins and/or nucleic acids and have general interests in bioanalytical chemistry and chemical biology. The research of 30 faculty and 150 graduate students is supported by excellent services, including x-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae, the names of three references and a research proposal by October 31, 1999 to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA — Chair of Chemistry Applications are invited for the position, Chair of Chemistry at the University of Northern British Columbia. You have a doctoral degree in any specialization in Chemistry (including Biochemistry) with a strong record of scholarly activity and experience commensurate with an appointment at the rank of tenured Associate Professor. Full Professor may also be considered. Previous administrative experience is an asset. UNBC is a small research intensive university and is committed to teaching at the undergraduate and graduate (M.Sc.) level. The University is equipped with significant instrumentation, including a 300 MHz Bruker Wide-bore NMR, GC/MS, Stable Isotope Ratio MS, Leeman ICP, HPLC and SEM. You will be expected to maintain an independent research program and facilitate program member's research. Appointment and salary will be commensurate with qualifications. Please forward your application and Curriculum Vitae, along with the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9; Fax: (250) 960-7300. Inquiries may be made to Dr. Todd Whitcombe, A/Chair, Chemistry, phone: (250) 960-6678; fax: (250) 960-5545; e-mail: whitcomb@unbc.ca. The starting date for this position will be no later than July 1, 2000. Review of applications will begin October 31, 1999 and will continue until the position is filled. For more information, visit our website: www.unbc.ca The University of Northern British Columbia particularly encourages applications from women, visible minorities, persons with disabilities and aboriginal persons.

CHEMISTRY & BIOCHEMISTRY

CONCORDIA UNIVERSITY — The Department of Chemistry and Biochemistry, invites applications for a tenure-track position at the level of Assistant Professor in Analytical or Experimental Physical Chemistry to commence, at the earliest, January 1, 2000, pending budgetary approval. The successful applicant will have a PhD as well as postdoctoral experience. Candidates will be expected to establish an active research program, as well as teach Analytical Chemistry at both the graduate and undergraduate levels. Applications should include a curriculum vitae, a list of publications, a summary of research objectives, and a detailed research proposal with start-up requirements. Candidates should arrange to have three letters of recommendation sent directly to the Chair. Applications should be addressed to Prof J.A. Capobianco, Chair, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8, Canada. Review of applications will commence October 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF REGINA — The Department of Chemistry and Biochemistry expects to fill several tenure-track positions over the next 5 years. For July 2000 (subject to budgetary approval) we are particularly interested in appointing (a) an Assistant Professor of Biochemistry with expertise in molecular biological methods and macromolecule synthesis; and (b) one or two physical or analytical chemists (at the Assistant/Associate Professor level), especially with expertise in non-aqueous solvent systems or surface electrochemistry. The Department has a growing presence in fundamental molecular biochemistry (protein biochemistry, gene expression regulation, cellular consequences of protein signalling, and anti-cancer drug interactions) and is entering the field of scanning chemical microscopy. We also have an ongoing relationship with industry, through the Petroleum Technology Research Center, regarding the application of ionic liquids work in the chemical and petroleum industries and with respect to fuel cell development. Applicants at the Assistant Professor level should have a Ph.D. degree and at least two years postdoctoral experience. All appointees will be expected to teach at the basic undergraduate level as well as in their specialty at the senior or graduate level. Each should be capable of developing an independent, externally-funded research program and of supervising Honours and Graduate students. Please send applications (or expressions of interest for senior candidates), by October 31, 1999, including a curriculum vitae, a research proposal (NSERC format) and the names and addresses of 3 references to Dr. K.E. Johnson, Department of Chemistry and Biochemistry, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2 (E-MAIL: kejohnso@cas.uregina.ca). In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The University of Regina is committed to Employment Equity.

UNIVERSITY OF WINDSOR — Chemistry & Biochemistry The University of Windsor invites applications for a tenure-track position commencing July 1, 2000 in Materials Physical/Inorganic Chemistry. For details please visit our website at :(http://www.uwindsor.ca/facultypositions> Dr. Keith Taylor, Director, School of Physical Sciences, Chemistry & Biochemistry, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 3526 ; Fax (519)973-7098; e-mail:taylorke@uwindsor.ca

UNIVERSITY OF GUELPH — The Department of Chemistry and Biochemistry at the University of Guelph invites applications for a full-time tenure track position at the rank of Assistant Professor in the area of electrochemical organic synthesis. Candidates must have a Ph.D. degree and post-doctoral experience. The successful candidate will be expected to develop a productive research programme, to advise and teach graduate students under the auspices of the Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry, and to have a strong commitment to teaching undergraduate students. The Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry is one of the largest graduate programmes of its kind in Canada, with approximately 130 graduate students. Salary will be commensurate with qualifications and experience. Candidates should submit by October 15, 1999, a curriculum vitae, a statement of research experience and a research proposal, and arrange to have three letters of reference sent to Dr. John D. Goddard, Chair, Department of Chemistry and

Health Information Scientist

The Health Information Research Unit (HIRU) of the Department of Clinical Epidemiology & Biostatistics is expending and opening a new faculty position in health informatics. HIRU's main goal is to study the problems of research transfer and to develop and test innovations based on information technology (informatics) that will improve the transfer of valid and usable research evidence into practice.

Applicants must have postgraduate training in medical information science or related fields, or must have a PhD with training and experience in health informatics. A health professional background is desirable. Experience in research transfer, evidence-based care, dissemination and uptake of research information, human factors, knowledge representation, decision support systems, and action in shared computer display environments, human-centred design of software and Internet applications, development of computer and other interface technology in health care, multimedia authoring, Java programming, and modelling techniques is also desirable. In addition, applicants should have published research experience.

The successful applicant will join 3 core faculty and over 40 staff within HIRU, and over 50 faculty in the Department. Applicants are expected to pursue their own independent area of research, consult with information services staff of the Hamilton Health Sciences Corporation and the University, participate in HIRU and Departmental activities, teach in undergraduate and postgraduate programs, and participate in other University activities. The academic rank given to the successful candidate will depend on qualifications.

Applicants are invited to send a curriculum vitae, outline of their research interests, and contact information of three referees, by **October 30, 1999,** to: **Alex Jadad, MD, DPhil, Chief, Health Information Research Unit, McMaster University Faculty of Health Sciences, 1200 Main Street West, Hamilton, Ontario L8N 3Z5 e-mail: jadada@fhs.mcmaster.ca Fax: (905) 546-0401**

Visit our Web-site at: **http://hiru.mcmaster.ca**

In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

"An equal opportunity employer"

McMaster University

UNIVERSITY OF WINDSOR

Tenure-Track Positions Computer Science

The University of Windsor invites applications for a number of limited-term and tenure-track faculty positions in Computer Science to commence in the 2000-2001 academic year. Appointments at all ranks will be considered. Preference will be given to tenure-track appointments at the Assistant Professor level.

Computer Science at the University of Windsor continues to grow. Its existing research areas in Computer Science and interdisciplinary links are expanding to include research groups on campus and in local industry. This expansion includes the establishment of a Centre for thin-client distributed computing - an area in which the University has significant experience and expertise. Current investments are creating a state-of-the-art software development facility for students and faculty.

Applicants must demonstrate a record of, or show potential for, excellence in research and teaching. A PhD in any area of Computer Science is normally required by the date of appointment. Applicants who have a doctorate in a related discipline and who are active in scholarship and teaching at the university level in one of the listed areas of specialization may also be considered. Preference will be given to applicants specializing in one of the following areas: software engineering, distributed computing, databases, multimedia, e-commerce and human-computer interaction. Applicants who can demonstrate an ability and willingness to work with current research groups and/or develop interdisciplinary research partnerships will be preferred.

Consideration of applications will begin on October 15, 1999 and on the 15th of the subsequent months until the positions are filled. Complete applications should be received by the 15th of the month from October 15, 1999 to June 15, 2000.

Applications will include: a letter of application; a statement of teaching and research interests; a curriculum vitae; graduate transcripts, if a recent PhD; a sample of scholarly writing; sample course outlines; teaching evaluations, if available; and at least three letters of reference, forwarded by the referees.

Complete applications and letters of reference should be submitted to:

The Program Chair, Computer Science
University of Windsor
401 Sunset Avenue
Windsor, Ontario
Canada N9B 3P4
Phone: (519) 253-3000, ext. 2990
Fax: (519) 973-7093
E-mail: garabon@uwindsor.ca

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Windsor, one of Ontario's leading academic institutions, provides the "degree that works," an innovative and student-focused approach which prepares its graduates for the challenges of tomorrow. Information about the University of Windsor and its programs may be found at http://www.uwindsor.ca.

the degree that works

HEAD OF THE DEPARTMENT OF METALS & MATERIALS ENGINEERING

Applications are invited for the position of Head of the Department of Metals and Materials Engineering at the University of British Columbia. Candidates must be qualified for appointment at the rank of Professor, and be eligible for registration as a Professional Engineer in the Province of British Columbia. They must have demonstrated excellence in research and/or professional practice in a discipline within the field of metals and materials engineering, and have high levels of competency in teaching and administration.

The successful candidate will have strong leadership capabilities to enable the Department to build on its strengths in education, research and professional practice, and to strengthen its collaborative relationships across the University and with its external partners, including educational and research organizations and industry in Canada and abroad.

The Department of Metals and Materials Engineering is one of six engineering departments in the Faculty of Applied Science, and currently has 15 faculty positions, including five research chairs funded by industry and the Natural Science and Engineering Research Council of Canada. The Department offers an undergraduate program in Metals and Materials Engineering, as well as graduate programs at the Masters and Doctoral levels. Further information about the Department is available at the web address: www.mmat.ube.ca.

The position is available effective January 1, 2000. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Applications, accompanied by a curriculum vitae and the names of four references, should be submitted in confidence by **October 31, 1999,** to:

Dr. Michael Isaacson
Dean of Applied Science
The University of British Columbia
2006 – 2324 Main Mall
Vancouver, BC V6T 1Z4

Tel: (604) 822-6412
Fax: (604) 822-7006
E-mail: kshanks@apsc.ubc.ca

Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1. Fax (519) 766-1499. Applications from candidates eligible for the NSERC UFA programme also are welcomed in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH — The Department of Chemistry and Biochemistry at the University of Guelph invites applications for a full-time tenure track position at the rank of Assistant Professor in any area of Organic Chemistry. Candidates must have a Ph.D degree and post-doctoral experience. The successful candidate will be expected to develop a productive research programme, to advise and teach graduate students in organic chemistry under the auspices of the Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry, and to have a strong commitment to teaching undergraduate students in the area of organic chemistry. The Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry is one of the largest graduate programmes of its kind in Canada, with approximately 130 graduate students. Salary will be commensurate with qualifications and experience. Candidates should submit by October 15, 1999, a curriculum vitae, a statement of research experience and a research proposal, and arrange to have three letters of reference sent to Dr. John O. Goddard, Chair, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1. Fax (519) 766-1499. Applications from candidates eligible for the NSERC UFA program also are welcomed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

CLASSICAL STUDIES

UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track position at the Assistant Professor level in Classical Studies starting September 1, 2000. The successful candidate must have a PhD in Classics, an active research program, and a commitment to excellence in undergraduate teaching. Teaching duties will include a variety of courses in Classical Civilization as well as language courses in Latin and/or ancient Greek. The successful candidate must also be willing to participate in our Distance Education program. Salary range commensurate with qualifications and experience. The closing date for applications is December 15, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor P.Y. Forsyth, Chair, Department of Anthropology and Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CLASSICS

DALHOUSIE UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level effective July 1, 2000 in Latin literature with a secondary interest in Greek literature. The successful candidate must be prepared to teach introductory and intermediate Greek and Latin language classes and introductory classes in ancient literature in translation. Applicants should also be prepared to teach and supervise research in Latin literature to the advanced undergraduate and graduate levels. Applicants should have completed the Ph.D. or be close to finishing and show competence in research and publication appropriate to their experience. The salary will be commensurate with qualifications and experience. This is, however, an entry level position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. A letter of application, complete and updated curriculum vitae, and three letters of professional recommendation should be sent to D.K. House, Chair, Department of Classics, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. The closing date for applications is November 15, 1999.

COMMERCE & ADMINISTRATION

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Commerce and Business Administration Applications are invited in a number of areas including accounting, finance, marketing management information systems, industrial relations management, operations and logistics, business strategy, policy, and urban land economics. Appointments are available July 1, 2000 or January 1, 2001 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong commitment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Enquiries should include a curriculum vitae and the names of three academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, B.C. V6T 1Z2. The closing date for receipt of applications is December 1, 1999.

THE UNIVERSITY OF BRITISH COLUMBIA — The Hongkong Bank of Canada, Visiting Chair in International Business. The Faculty of Commerce & Business Administration, The University of British Columbia, invites applications for the Hongkong Bank Visiting Chair in International Business. Candidates should have a strong research and teaching record in any aspect of international business, preferably with (but not restricted to) an Asian focus. The area of concentration is open. The Chair holder is expected to provide academic leadership and to advance scholarship in international business through work with faculty, students and external community. The appointment will be effective as soon as possible. The position will be for a period of 6-12 months (non-renewable). In accordance with Canadian immigration requirements, this advertisement directed in the first instance to Canadian citizens and permanent residents of Canada. The University of British Columbia lives on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applicants should submit a curriculum vitae and the names of three referees to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, B.C. V6T 1Z2. The closing date for receipt of applications is December 1, 1999.

COMMUNICATION SCIENCES & DISORDERS

MCGILL UNIVERSITY — School of Communication Sciences and Disorders Assistant Professor: Excellent career opportunity to join a dynamic Communication Sciences and Disorders Department at an outstanding research university. Requires a PhD in Communication Sciences and Disorders or related field and evidence of scholarly excellence, including the potential to obtain external funding. Preference will be given to applicants with expertise in phonological development and disorders. Duties include teaching of M.Sc./PhD students in Speech-Language Pathology and research supervision of MSc/PhD students in Communication Sciences and Disorders. Salary commensurate with qualifications and experience. Start date September, 2000. Please send curriculum vitae with three letters of recommendation and copies of representative publications to the Search Committee, c/o Dr. Shari Baum, School of Communication Sciences and Disorders, McGill University, 1266 Pine Avenue West, Montreal, Quebec, Canada H3G 1A8; Telephone (514) 398-4137; e-mail c3or@musica.mcgill.ca. Application deadline is Jan. 2, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill is an equal opportunity employer.

COMPARATIVE LITERATURE

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in an extensive process of staff renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Comparative Literature, Religion, and Film/Media Studies, University of Alberta invites applications for a tenure-track position in the field of Comparative Literature, preferably with an interest in international popular culture, oral traditions, and cultural theory, but we are interested in all promising profiles. Candidates should hold a PhD in Comparative Literature and be prepared to provide evidence of scholarly and teaching excellence. The appoint-

Vice-President (Research)
Carleton University

Carleton University is a research-intensive university with nationally recognized strengths in high technology and public affairs and management, and with strong programs at both the undergraduate and graduate levels in arts, social sciences, science, and engineering. With approximately 18,000 full- and part-time students and 1,500 faculty and staff, Carleton offers a unique opportunity to work in a dynamic environment in Ottawa, the nation's government and high technology capital.

The University is seeking a Vice-President (Research). Reporting to the President, the Vice-President (Research) is responsible for providing leadership in maintaining and developing the research presence within the University and externally at regional, provincial, national and international levels, and for the development of the University's international programs. The Vice-President (Research) is a member of the senior executive and all major planning and policy committees of the University. The incumbent has a broad external mandate with government, industry and the community as a whole.

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Candidates for this position will have a thorough understanding of the research process in a university environment and be appointable as a full professor. Candidates must have the interpersonal capacity to establish collaborative relationships across a wide variety of disciplines, both inside and outside the University, as well as the ability to facilitate the submission of interdisciplinary external funding proposals. Candidates will have excellent research and research administrative skills, a demonstrated understanding of issues in the funding of independent academic research and familiarity with all Canada's academic research granting councils. In addition, candidates will have the skills to stimulate the faculty at Carleton to develop more contract research, technology transfer and the commercialization of the products of research.

Carleton University is a participant in the Federal Contractors' Employment Equity Program and is committed to equality of employment opportunities for women, aboriginal peoples, visible minorities, and persons with disabilities.

Head, Archives & Special Collections

The University of Northern British Columbia was formally opened in 1994. A young, research-intensive institution, it is home to approximately 3,200 students, including 200 graduate students, and over 500 faculty and staff. Following the motto "of the north, and for the north", UNBC serves northern British Columbia, with a main campus in Prince George and regional locations in Prince Rupert, Quesnel and Fort St. John. The university archives and special collections has acquired significant collections, including all the records from the town of Cassiar, as well as the original records of the founding Interior University Society. These records are preserved to support the university's mission of teaching, scholarship and research, and to provide efficient and effective administration.

We offer an unbeatable combination ... a strong mandate for growth ... a modern and comprehensive campus ... and a wonderful setting in the heart of B.C.

Reporting directly to the University Librarian, you will be responsible for the management and development of the university archives and special collections, including the university art and artifact collection as well as working with northern First Nations to develop guidelines for acquisitions, retention and access to First Nation material unique to UNBC. You will also develop programs and exhibits that promote knowledge of and use of the collections and works closely with the University Librarian and the University Development Office in grant-writing and fundraising efforts. Further duties will include initiating, managing and planning for a university records management program.

You have a master's degree in archival studies, or a master's degree in library and information studies with suitable course work or experience, or a post graduate degree in a relevant discipline with formal archival training. This is complemented by a minimum of 2 to 5 years' experience working in a professional capacity in an archive or special collection, preferably in an academic environment. Experience in records management, knowledge of preservation concepts and techniques and a working knowledge of computer applications in libraries and archives is essential.

The salary range for this position is $41,000 to $50,900. Salary and rank are commensurate with qualifications and experience.

UNBC
University of Northern British Columbia

Please forward a curriculum vitae and names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Paff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-7300. Inquiries may be made to: Neil Campbell, University Librarian, (250) 960-6612, or by email at neil@unbc.ca. Applications received before August 30,1999 will receive full consideration, however, applications will be accepted until the position is filled.**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

University of Alberta
Edmonton

Chair, Department of Sociology

Applications and nominations are invited for the position of Chair of the Department of Sociology. This tenured position will be made at the rank of senior Associate, or full Professor, effective July 1, 2000. The floor of the salary scale for the rank of Professor for the 1999/2000 academic year is $65,044. Candidates should have a distinguished record of scholarship and professional achievement in any field of the discipline, as well as demonstrated administrative ability and experience.

The Department has 30 academic staff and 6 non-academic staff. While its research programs span the discipline, the Department's strategic planning emphasizes the following areas of strength: social theory/cultural studies; criminology; social structure/social policy. The Population Research Laboratory, a unit of the Department, facilitates methodological, theoretical and applied scholarship and graduate training involving survey research. In addition to substantial service teaching, the Department offers majors and honors BA programs, and graduate training leading to MA and PhD degrees.

The Faculty of Arts in general and the Department of Sociology in particular are engaged in an extensive process of renewal, and are committed to ensuring that the many hirings anticipated over the next several years will reinforce the lively and productive intellectual environment on which they pride themselves. The Chair of Sociology will play a leading role in the renewal process in the Department.

Please send nominations or applications (including CV's and the names of three referees) by November 1, 1999 to:

Kenneth Norrie
Dean of Arts
University of Alberta
Edmonton, Alberta, Canada T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

ment will be made at the rank of Assistant Professor, and will begin July 1, 2000. Entry level salary for assistant professors is currently $42,054. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Letters of application, CV's including all university transcripts, and letters from three referees should be sent by November 30, 1999, to Dr. Jerry Varsava, Chair, Department of Comparative Literature, Religion, and Film/Media Studies, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. Those who have earlier applied for this job, which went unfilled in the spring of 1999, and who have advised the department that they wish to be considered again, need not re-apply though they may wish to update their file. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

COMPUTER SCIENCE

CONCORDIA UNIVERSITY — Department of Computer Science invites applications for at least two tenure-track faculty positions at the Assistant or Associate Professor rank in the area of Software Engineering. The department started a new undergraduate software engineering program in September 1998. This four-year program covers the specification, design, implementation and maintenance of large-scale software, as well as management issues concerned with the production of such software. There are several faculty members in the department working in the area of software specification, design and reuse, program slicing and comprehension, and user interfaces. The new positions require a PhD degree in Computer Science or a related field. Applicants with a wide range of teaching and research interests in software architecture, software requirements engineering, software quality assurance, software reuse, reverse engineering, software project management, and distributed software development are encouraged to apply. The department places a strong emphasis on teaching, applied and basic research, and interdisciplinary research partnerships. For the Assistant Professor level we primarily seek a recent graduate with some publication record, a strong research potential, and with interest and ability to teach effectively at the Bachelor's, Master's and PhD levels. For the Associate Professor level, good credentials in both research and teaching are required. A successful candidate is expected to participate in the development of course and laboratories, supervision of graduate students, and the pursuit of external research funding, industrial collaborations and technology transfer. The Department houses approximately 700 undergraduates and 250 graduate students. Its activities are supported by 30 full-time faculty and 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-systems research. The Department is also involved in two inter-university research centres in mathematical computing and in VLSI architectures. Several members participate in the Network of Centres of Excellence (for example, CITR and IRIS). To promote the development of new faculty members, the university has the FRDP program to provide seed grants for research in the beginning years. There are excellent opportunities of external funding from both government research agencies (NSERC and FCAR) and industries. Concordia University is located in Montreal, which is a dynamic and vibrant city with no shortage of opportunities for personal enrichment, entertainment, recreation and sport. Montreal has long been recognized for its vibrant cultural scene, the numerous festivals, great restaurants, spirited nightlife, art museums, historical and heritage sites, the "joie de vivre" of its inhabitants, and the great outdoors. It is also a leading educational centre with four major Universities, and a leading industrial centre in many hi-tech domains including software, telecommunications, multimedia, aerospace, and pharmaceutical industries. Opportunities for industrial collaboration with information-technology companies are among the best. Some of the local leading companies with significant R&D work include Nortel, Ericsson, Teleglobe, SR-Telecom, Softimage, Discreet Logic, Matrox, UbiSoft, Bombardier, CAE, Pratt & Whitney, Spar Aerospace, and Canadian Space Agency. Additional opportunities exist with industries in Ottawa, the Silicon Valley North, which is only two hours away. Also, opportunities for collaboration exist with Computer Research Institute of Montreal (CRIM), with strengths in networking, HCI, and software engineering. Although the primary language of instruction is English, proficiency in French will be considered an asset. Interested applicants should arrange to send a detailed curriculum vitae, a list of publications, and at least three references to: Dr. H.F. Li, Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M8, Canada, Phone: (514)848-3001, Fax: (514)848-2830, Email: hfing@cs.concordia.ca; Website: www.cs.concordia.ca. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CONCORDIA UNIVERSITY — Department of Computer Science invites applications for at least one tenure-track faculty position at the Assistant or Associate Professor rank in the general area of Computing and Information Systems. The established strengths of the faculty members in this general area include databases, human-computer interfaces, machine intelligence, real-time systems and networks. The new positions require a PhD degree in Computer Science or a related field. We are particularly interested in candidates whose expertise includes one or more of the following: systems design, security, human-computer interfaces, multimedia systems, network and mobile computing, intranet/internet-based systems, databases and knowledge-based systems. The department places a strong emphasis on teaching, applied and basic research, and interdisciplinary research partnerships. For the Assistant Professor level we primarily seek a recent graduate with some publication record, a strong research potential, and with interest and ability to teach effectively at the Bachelor's, Master's and PhD levels. For the Associate Professor level, good credentials in both research and teaching are required. A successful candidate is expected to participate in the development of course and laboratories, supervision of graduate students, and the pursuit of external research funding, industrial collaborations and technology transfer. The Department houses approximately 700 undergraduates and 250 graduate students. Its activities are supported by 30 full-time faculty and 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-systems research. The Department is also involved in two inter-university research centres in mathematical computing and in VLSI architectures. Several members participate in the Network of Centres of Excellence (for example, CITR and IRIS). To promote the development of new faculty members, the university has the FRDP program to provide seed grants for research in the beginning years. There are excellent opportunities of external funding from both government research agencies (NSERC and FCAR) and industries. Concordia University is located in Montreal, which is a dynamic and vibrant city with no shortage of opportunities for personal enrichment, entertainment, recreation and sport. Montreal has long been recognized for its vibrant cultural scene, the numerous festivals, great restaurants, spirited nightlife, art museums, historical and heritage sites, the "joie de vivre" of its inhabitants, and the great outdoors. It is also a leading educational centre with four major Universities, and a leading industrial centre in many hi-tech domains including software, telecommunications, multimedia, aerospace, and pharmaceutical industries. Opportunities for industrial collaboration with information-technology companies are among the best. Some of the local leading companies with significant R&D work include Nortel, Ericsson, Teleglobe, SR-Telecom, Softimage, Discreet Logic, Matrox, UbiSoft, Bombardier, CAE, Pratt & Whitney, Spar Aerospace, and Canadian Space Agency. Additional opportunities exist with industries in Ottawa, the Silicon Valley North, which is only two hours away. Also, opportunities for collaboration exist with Computer Research Institute of Montreal (CRIM), with strengths in networking, HCI, and software engineering. Although the primary language of instruction is English, proficiency in French will be considered an asset. Interested applicants should arrange to send a detailed curriculum vitae, a list of publications, and at least three references to: Dr. H.F. Li, Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M8, Canada, Phone: (514)848-3001, Fax: (514)848-2830, Email: hfing@cs.concordia.ca, Website: www.cs.concordia.ca. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF WINDSOR — Computer Science. The University of Windsor invites applications for a number of tenure-track positions in Computer Science commencing July 1, 2000. For details please visit our website at http://www.uwindsor.ca/facultypositions or see our display advertisement in this issue. The Program Chair, Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Phone (519)253-3000, ext. 2959; Fax (519)973-7093, e-mail garabon@uwindsor.ca

UNIVERSITY OF NEW BRUNSWICK — Computer Science. Applications are invited for tenure track appointments at the Assistant professor level beginning July 1, 2000, pending budgetary approval. Salary will depend upon the qualifications and experience of the successful applicants, who are expected to have a PhD or be nearing completion, with evidence of research accomplishments and potential of excellence in teaching. Applicants must be willing to teach at both the undergraduate and graduate levels, with preference being given to persons interested in one or more of the following areas: Computer Graphics; Data Communications; Human Computer Interaction; Multimedia Systems; Software Engineering. Applicants must be prepared to pursue research actively and supervise graduate students. The Faculty offers the BCS, MCS, and PhD degrees and has 23 faculty members with 700 undergraduate and 60 graduate students. A new building for computer science is under construction and due to be completed in spring of 2000. UNB also operates a Multimedia Studies program through the Faculty of Arts, an Electronic Text Centre under

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Vice-President, Research
The University of British Columbia

THINK About It. UBC

The University of British Columbia (UBC) invites applications and nominations for the position of Vice-President, Research. UBC is committed to enhancing its research capacity, strengthening its research performance, promoting the transfer of its research findings for the benefit of the wider community, and becoming the leading research university in Canada and one of the leading research universities in the world. This position is central to the implementation of Trek 2000, UBC's vision for the twenty-first century.

Established in 1908, The University of British Columbia is a publicly supported, comprehensive university comprising twelve faculties, nine schools, 38 centres and institutes, TRIUMF, and four affiliated teaching hospitals. The current student population at UBC includes both Canadian and international students of the highest calibre – more than 26,000 undergraduates and 6,400 graduate students. With approximately 2,000 faculty and 5,500 non-academic staff, UBC's annual budget is approximately $800 million. The academic staff of the University attract more than $140 million in external research and special funds on an annual basis.

The University of British Columbia engages in the search for new knowledge in activities ranging from clinical medicine and laboratory science to artistic performance and literary criticism to technology transfer and social policy development. UBC has built and maintained one of the highest standings among Canadian universities. Recognizing these strengths, research is at the heart of what UBC does – from teaching undergraduates to extending the frontiers of knowledge and contributing to the welfare and cultural and economic development of British Columbia and Canada.

The Vice-President, Research, who reports to the President, will provide leadership in the development and administration of research at UBC, and in the promotion of interdisciplinary research programs. He or she will be an articulate advocate for the University's focus on research in all fields. The Vice-President, Research will speak knowledgeably to the wider community about the full range of research at UBC, and will establish and maintain effective liaison with external funding agencies, business, industry, and government.

The successful candidate will have an outstanding record of scholarship and demonstrated academic leadership, with superior administrative, communications, and interpersonal skills. He or she will have extensive experience in promoting research and an understanding of the financial, legal, ethical, and social implications of research for the wider community. The Vice-President, Research is a member of the University's senior management team which works together to increase UBC's national and international reputation.

The appointment will ideally commence on January 1, 2000. Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, will be received until a selection is made and should be sent to the address below. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

UBC hires on the basis of merit and is committed to employment equity. The University encourages all qualified persons to apply.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, ON M5R 2J9
Fax: (416) 923-8311

Janet Wright & Associates Inc.

McGill

Professor/Associate Professor of Pediatrics & Director, Division of Pediatric Gastroenterology

The Departments of Pediatrics at McGill University and The Montreal Children's Hospital of the McGill University Health Centre (MUHC) seek applicants for the position of Professor/Associate Professor of Pediatrics and Division Chief of Pediatric Gastroenterology. As one of only two specialized pediatric referral centers for a population of 8 million, this Service sees many interesting patients. Annually, the Division is involved in about 500 new inpatient and 750 new outpatient consultations, in addition to 500 procedures per year. Excellent, newly renovated facilities are available for in and outpatients. The working relationship with the Departments of Medical Imaging, Surgery, Pathology, and Dietetics is excellent. The current staff is comprised of two full-time gastroenterologists, one part-time physician, two nurses and one part-time psychologist. Two first-year fellows are registered in an accredited post-graduate training program in Pediatric Gastroenterology. Research areas of interest in the Division currently are 1) Quality of Life in IBD, 2) Abdominal Pain and 3) Pathogenesis of Diarrhea.

The successful candidate will be a physician scientist with an established record of accomplishment in basic or clinical research. Candidates must have demonstrated strong leadership skills in patient care, teaching and research. Depending on the interests and expertise of the candidate, laboratory space, shared equipment and start-up funding would be available through the associated Montreal Children's Hospital Research Institute of the MUHC. Faculty rank and remuneration of the successful candidate will be based on individual qualifications. Applicants should send a statement of interest, C.V., names of three references, and an e-mail address prior to **October 31, 1999** to

Dr. Harvey Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montréal, QC H3H 1P3

E-mail: hguyda@rmch.mcgill.ca
Telephone: 514-934-4467
Fax: 514-989-3751

Candidates would benefit from a working knowledge of both official languages. "Les candidat(e)s tireront avantage d'une connaissance des deux langues officielles." In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

SIMON FRASER UNIVERSITY

Faculty Positions in Business Administration

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in: • MANAGEMENT OF TECHNOLOGY • FINANCIAL ACCOUNTING • MANAGERIAL ACCOUNTING • HUMAN RESOURCE MANAGEMENT/ORGANIZATIONAL BEHAVIOR • FINANCE • STRATEGY

Ph.D. in hand or near completion required. Rank: Assistant or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate and executive levels. Start date: September 2000 or at a mutually agreed upon time.

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

Send curriculum vita and the names of three referees to: Ms. Diane Lesack, Assistant to Appointments Committee Chair, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 Canada.

• E-MAIL: lesack@sfu.ca • FAX: 604-291-5833

The search will close on November 30, 1999 or when the positions are filled.

www.sfu.ca www.bus.sfu.ca

MÄLARDALEN UNIVERSITY invites applications for the post of ***PROFESSOR OF ENGLISH SPECIALISING IN NORTH AMERICAN STUDIES*** (*ref nr 117-99*) at its Department of Humanities.

The successful applicant will work in the Department of Humanities, which currently offers degree courses in modern languages (English, French, Spanish, Swedish, German), history and comparative literature. The new professor will teach and supervise undergraduate and postgraduate students as well as lead research in English, which will primarily entail pursuing and developing research projects such as the interdisciplinary 'Alienation in History and Literature' in which eight of the department's teachers are involved.

SUBJECT DESCRIPTION
The subject area is North American Studies, comprising literature, culture and society within the North American language sphere.

GENERAL REQUIREMENTS
To qualify for the post of professor, proficiency in both research and teaching is necessary. As much attention will be paid to evaluating teaching skills as research merits. In this appointment particular importance will be attached to documented skills in undergraduate and postgraduate teaching, experience of leading research projects including an ability to create external interest for the department's research.

Mälardalen University welcomes applications from both sexes.

Questions about the position will be answered by the head of the department Barbro Ekman, tel. +46 21 10 13 25, e-mail: barbro.ekman@mdh.se and the personnel officer, Per Ljunggren, tel +46 21 10 15 82, e-mail: per.ljunggren@mdh.se

Union representatives are Agneta Sima (SACO), tel. +46 21 10 14 83, Britt-Marie Israelsson (ST/AiF), tel. +46 21 10 13 72 and Terttu Kivelä (Lärarförbundet) tel. +46 16 15 37 32.

The application should be sent to the ***PRESIDENT, MÄLARDALEN UNIVERSITY, BOX 883, 721 23 VÄSTERÅS***, no later than ***30TH SEPTEMBER, 1999***.

The applicant should enclose together with the application the following:
- Four copies of an attested CV and four copies of a list of publications.
- It should be indicated in the list of publications which of them (max. ten) should be given priority. Four copies of each of these should be provided in such a way that they can be readily handed over to the scholarly expertise for consideration. One copy of the other cited publications should also be provided.
- A brief written account of his/her academic and teaching activities. It should be apparent from this summary which achievements the applicant thinks should be regarded first and foremost when he/she is being considered for the appointment. Directions as to how qualifications and merits should be presented may be obtained from the Registrar tel. +46 21 10 13 97.
- Attested copies of degree certificates and other cited documents.

MÄLARDALEN UNIVERSITY

University of Alberta
Edmonton

Director, Master of Arts in Communications & Technology

Faculty of Extension

The University of Alberta invites applications for the position of Program Director of the Master of Arts in Communications and Technology (MACT), a proposed new program in the Faculty of Extension. **This position will become available upon approval of the MACT program.** Approval is anticipated in early fall, 1999; the appointment will commence on January 1, 2000, or as soon thereafter as possible.

While an outline for the content and structure of the proposed program is already in place, the Director will have a considerable influence on both program implementation and its future growth. It is expected that this tenure track position will be filled at the Associate Professor level. The successful applicant will have a doctorate in the field of Communications or a closely related field, a substantial research record, and successful teaching experience at university level.

Although MACT will be a cost-recovery program with a core distance education component, the Director does not require expertise in distance education. The Faculty of Extension will provide the administrative and technical support necessary for the operation of the program.

Current plans are to launch the program in May, 2000. Additional information on MACT can be found at <www.extension.ualberta.ca/mct>.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications, including a curriculum vitae and the names of three referees, should be submitted by October 15, 1999 to:

Dr. Walter Archer
Assistant Dean, Research and Acting Director, MACT Program
University Extension Centre
8303 - 112 Street
University of Alberta
Edmonton, Alberta T6G 2T4
Tel: (780) 492-1858
Fax: (780) 492-1857
E-mail: walter.archer@ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
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the auspices of the main library, and a new Eaton Multimedia Centre, all of which may be of interest to potential candidate for possible collaboration. Please direct inquiries to: Dr. Jane Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; Phone: (506) 453-4566; Fax: (506) 453-3566; e-mail: fcs@unb.ca. Applications will be accepted until the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

THE UNIVERSITY OF WINNIPEG — The Department of Business Computing and Administrative Studies at the University of Winnipeg invites applications for a tenure-track position in Business Computing at the rank of Assistant Professor. Subject to budgetary approval, this position starts January 1, 2000, or at the earliest availability thereafter of the selected candidate. Salary will be commensurate with qualifications and experience. Applicants must hold a PhD in information systems, computer science, or a closely related area by the starting date of the appointment, and must have strong commitment to undergraduate teaching, research, and administration. We are particularly interested in individuals with a strong background in several of the following fields: systems analysis/design, database systems, object-oriented design, telecommunications, and programming (C, C++, fi va). The department offers 3-year and 4-year Science and Arts degrees with a major in Business Computing. This is a growing program and plans are underway for a new teaching facility. All qualified individuals, especially members of minority groups, are encouraged to apply. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should send a curriculum vitae, including three letters of reference and copies of representative publications, by October 15, 1999, to: Dr. Sheela Ramanna, Chair, Department of Business Computing and Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9; fax: (204) 774-4134; e-mail: sramanna@io.uwinnipeg.ca.

THE UNIVERSITY OF WATERLOO — Department of Computer Science invites applications for several tenure-track faculty positions. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international statute. Because of its recognized capabilities, the Department is able to attract exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Over a dozen new faculty members have joined the Department in the past two years. With 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in and applied research and is supported by 14 departmental research laboratories. For further information about the Department, please see http://www.math.uwaterloo.ca/CS_Dept/. Candidates at all levels of experience are encouraged to apply. We are especially interested in candidates with experience in graphics, systems, software, and bioinformatics. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A Ph.D. in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Chair, Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2000 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

COMPUTING & INFORMATION SCIENCE

UNIVERSITY OF GUELPH — The Department of Computing & Information Science at the University of Guelph is seeking applications for a tenure-track appointment at the Assistant Professor level in support of its programs in Applied Software Systems Development. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science. Candidates with proven research abilities, clear teaching potential and a Ph.D. in Computing Sciences are encouraged to apply. Qualified applicants in other related areas may also be considered, especially those with substantial industrial experience. The successful applicant will be expected to conduct research in some aspects of software systems such as Software Engineering, Distributed Systems, Expert Systems, Operating Systems, Compiler Construction, Object-Oriented Methodologies, Neural Networks, Genetic Algorithms, Pattern Recognition, Databases, etc. Special consideration will be given to candidates working in the field of Bioinformatics. Teaching duties will include teaching in two or more of the following areas: Software Development, Operating Systems, Compiler Construction, Object-Oriented Methodologies, Distributed Systems, Information Structures and Algorithms. Graduate student teaching in support of the M.Sc. programme is also expected in the area of specialization. This appointment will commence January 1, 2000, or as soon as possible thereafter. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. J.C. Anders, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario N1G 2W1. Closing date for applications: October 31, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

COMPUTING SCIENCE

UNIVERSITY OF ALBERTA — Computing Science Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have eight established research laboratories, including Algorithms, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Parallel and Distributed Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department is one broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 3D-immersive display powered by an SGI Onyx2. We are currently constructing a new research laboratory building, adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 30,000 students (see the WebCam at www.cs.ualberta.ca). Our current complement of 36 regular faculty work within a department of 28 support staff, 130 graduate students (50/50 MSc/PhD) and 300 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for young eager computing scientists experienced in several areas, especially graphics and visualization, database management, and software engineering. We are also looking to complement our strengths in artificial intelligence, parallel and distributed systems, and networks and communications, with scientists who can demonstrate that they are driven by curiosity and interested in collaborative research across these sub-disciplines. Candidates should have a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate level. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, with over 1600 existing software development companies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Our current recruiting segment will end September 30, 1999. Find further details about us at <www.cs.ualberta.ca> and send your curriculum vitae and the names and addresses of three referees to: Iris Everett, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1, or E-mail: everett@cs.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

CRIMINOLOGY

SIMON FRASER UNIVERSITY — The School of Criminology at Simon Fraser University invites applications for one tenure-track position at the Assistant Professor level for research and teaching in criminology at the graduate and undergraduate level. (Positions subject to final budgetary approval). Qualifications: Ph.D., (exceptional ABD applicants [all but dissertation] may be considered). Individuals specializing in at least one of the following areas are particularly encouraged to apply: research methods, theory, and/or any substantive area within the criminal justice system. The teaching faculty is multi-disciplinary and, at present, consists of 26 members. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The start date is September 1, 2000. Send a c.v. and the names and addresses of at least three referees, by 15 October, 1999 to: Dr. Robert Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6 (Tel (604) 291-4305; Fax (604) 291-4140)

DENTISTRY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Oral Biological and Medical Sciences invites applications for a Grant Tenure-track position available for a three year term with a possibility for reappointment subject to the funds available, at the level of an Assistant Professor. The search wishes to identify a candidate with a strong clinical background in orofacial pain and Temporomandibular Disorders and the ability to pursue clinical research in these areas. The position requires administrative experience to operate a clinical service combining teaching, service and research. The candidate should have demonstrated ability to teach undergraduate, graduate and general-practice residency students in the areas of neurophysiology, pain and oral medicine. The successful candidate will be required to supervise clinical instruction in orofacial pain diagnosis and treatment, to direct graduate research projects, and to conduct his/her own research programme. There is an opportunity to collaborate with investigators studying musculoskeletal biomechanics in the human jaw, a formal background in orofacial biology, a PhD and familiarity with computer simulation of articular dynamics, would be advantageous. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates are requested to forward a letter of application (including the names and addresses of three referees whom the selection committee may contact) and a curriculum vitae. Applications will be accepted until September 30, 1999. Applications or further inquires should be directed to: Dr. David Donaldson, Professor and Head, Department of Oral Biological and Medical Sciences, 2199 Wesbrook Mall, Vancouver, BC V6T 1Z3

DALHOUSIE UNIVERSITY — Department of Oral and Maxillofacial Sciences, The Faculty of Dentistry is seeking a full-time academic clinician in the Department of Oral and Maxillofacial Sciences. The tenure track position is currently available. The academic clinician must possess fellowship in the Royal College of Dentists of Canada. In addition to which s/he must have completed post secondary fellowship training in the management of cleft lip/palate, temporomandibular disorders, pain management and management of patients with concomitant systemic disease. In addition, the academic clinician should be able to demonstrate excellence in teaching and scholarly activity. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Applications will be received until the position is filled. All applications will be maintained in confidence throughout the search process. Applicants should submit a letter of application including a curriculum vitae and names and addresses of two referees to: Dr. H. A. Ryding, Chair, Search Committee, Faculty of Dentistry, Dalhousie University, 5981 University Avenue, Halifax, NS B3H 3J5.

DRAMA

UNIVERSITY OF WATERLOO — Assistant Professor: The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 2000 in Speech Communication. Primary area: Organizational Communication. Secondary areas: Interpersonal Communication, Small Group Communication, Interviewing or Public Speaking. The successful candidate must have a PhD or terminal degree. Salary range commensurate with qualifications and experience. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: November 30, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds

UNIVERSITY OF WATERLOO — Assistant Professor: The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 2000. This position is dedicated to studies in drama and theatre practice. The programme, based in a liberal-arts faculty, provides an equal balance between courses in Theatre History, Dramatic Literature, Theatre Criticism and Stagecraft, Acting, Directing, Designing, Playwriting, etc. The department presents 4-6 mainstage productions annually, in addition to a dozen student-driven projects. The successful candidate will have range enough to work in several of these areas and be able to demonstrate a record of strong interpersonal skills. A PhD is preferred, but an MA/MFA with an extensive and documented professional theatre profile will also be considered. Teaching experience is a considerable asset. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: December 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

DRAMATIC ART

UNIVERSITY OF WINDSOR — Dramatic Art. The University of Windsor invites applications for a tenure-track position in Directing/Acting, commencing July 1, 2000. For details please visit our website at http://www.uwindsor.ca/facultypositions. Prof. Diana Mady-Kelly, Chair, Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 2805; Fax (519)971-3629; e-mail madykel@uwindsor.ca

EARTH & OCEAN SCIENCES

UNIVERSITY OF BRITISH COLUMBIA — The Department of Earth & Ocean Sciences at the University of British Columbia invites applications for a lecturer beginning January 1, 2000 or as soon as possible thereafter. We seek a person with skills and interests in teaching undergraduate geology and in the acquisition and maintenance of teaching collections. Strong preference will be given to candidates with previous experience teaching geology. A PhD is preferred but not required. The successful candidate would be responsible primarily for organization and maintenance of teaching materials related to course in any of the following fields: mineralogy, petrology, paleontology, stratigraphy and structural geology. Additional duties include instruction in introductory geology courses and teaching at the Department's field schools. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. This position is subject to final budgetary approval. Applications including a resume, a statement of teaching interests, and the names of three referees should be sent to Dr. R.M. Ellis, Head, Department of Earth and Ocean Sciences, University of British Columbia, 6339 Stores Road, Vancouver, BC, Canada V6T 1Z4, by October 15, 1999.

EARTH SCIENCES

UNIVERSITY OF WINDSOR — Earth Sciences (Geology and Physical Geography). The University of Windsor invites applications for a tenure-track position in Geographic Information Systems commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/faculty positions> Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor,

ON, N9B 3P4; Phone (519)253-3000, ext. 3526 ; Fax (519)973-7098; e-mail taylor@uwindsor.ca

MCGILL UNIVERSITY — The Department of Earth and Planetary Sciences of McGill University invites applications for a tenure track position at the rank of assistant professor in the general field of sedimentary geology. The successful candidate will hold a PhD and will normally have had post-doctoral experience in one or more of the following disciplines: sedimentology, stratigraphy, petroleum geology, paleontology, and basin analysis. An outstanding researcher and teacher is sought who will complement existing strengths in the Department and has the capacity to contribute broadly to its diverse missions. This individual will be expected to teach at the graduate and undergraduate levels, participate in Departmental activities in the newly created McGill School of Environment, supervise the research of graduate students, and establish a vigorous research program. Review of applications will begin immediately and will continue until the position is filled. Candidates should provide a curriculum vitae and a statement of research interests, and arrange for three letters of reference to be sent to: Professor A.E. (Willy) Williams-Jones, Chair, Department of Earth and Planetary Sciences, McGill University, 3450 University St., Montreal, QC, Canada H3A 2A7; Tel: (514) 398-6767; Fax: (514) 398-4680; http:www.eps.mcgill.ca/. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens, and permanent residents of Canada. Applications from all outstanding candidates will, however, be considered in filling the position. McGill University is committed to equity in employment.

SIMON FRASER UNIVERSITY — Department of Earth Sciences Forest Renewal BC Endowed Chair in Terrain Analysis and Forest Geoscience A Chair is going to be appointed at SFU to provide academic leadership in the application of geoscience to the province's forest industry. Responsibilities will include research, teaching, graduate student supervision and outreach activities to meet the continuing education needs of professionals working in the forest industry. The Chair will be expected to teach two courses: one in Introductory Soil and Rock Mechanics and the other in a field of forest geoscience. The Chair will be expected to foster forest-geoscience research projects with faculty and graduate students associated with the program. The successful candidate will have a demonstrable record of attracting research funding and a strong publication record. It is anticipated that the position will be filled at the Full Professor rank, but this will depend on the qualifications of the successful candidate. Candidates will be considered from such fields as: engineering geology, geological engineering, or applied geoscience. A PhD is required, and registration, or eligibility for registration in APEGBC, is highly recommended. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a letter of intent for this position, a statement of research and teaching interests, and the names and addresses of three referees. Applications or requests for further information should be directed to: Dr. E.I. Hohn, Chair, Department of Earth Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6; Phone: 604-291-4779; Fax: 604-291-4198, e-mail: hitch@sfu.ca. The closing date for applications is September 30, 1999; the anticipated starting date is April 1st, 2000

ECONOMICS

SIMON FRASER UNIVERSITY — The Department of Economics at Simon Fraser University seeks to fill one tenure-track position at the assistant professor level in macroeconomics, or applied microeconomics with emphasis on industrial organization, natural resource economics, or environmental economics, subject to budgetary authorization and approval by the Board of Governors. Excellence in research and teaching are the primary criteria for this position. Applicants will be expected to teach at both the graduate and undergraduate level. Candidates should have a PhD completed or near completion. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University offers equal employment opportunities to qualified candidates. Please arrange to have three letters of reference sent directly to the Chair of the Department. Send a letter of application and curriculum vitae by November 12, 1999 to: Professor Nancy Olewiler, Chair, Department of Economics, 8888 University Drive, Burnaby, British Columbia V5A 1S6 Canada; FAX: 604-291-5944; E-mail: econjob@sfu.ca

SIMON FRASER UNIVERSITY — The Department of Economics at Simon Fraser University seeks to fill one tenure track position at the associate professor level in macroeconomics, or applied microeconomics with emphasis on industrial organization, natural resource economics, or environmental economics, subject to budgetary authorization and approval by the Board of Governors. Outstanding research and excellence in teaching are the primary criteria for this position. Applicants will be expected to teach at both the graduate and undergraduate level. A PhD is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University offers equal employment opportunities to qualified candidates. Please arrange to have three letters of reference sent directly to the Chair of the Department. Send a letter of application and curriculum vitae by October 15, 1999 to: Professor Nancy Olewiler, Chair, Department of Economics, 8888 University Drive, Burnaby, British Columbia V5A 1S6 Canada; FAX: 604-291- 5944; E-mail: econjob@sfu.ca

UNIVERSITY OF ALBERTA — The Department of Economics invites applications for three full-time positions starting July 1, 2000. Appointments will be made at the Assistant or Associate Professor levels. Entry-level applicants are expected to have a PhD (or be close to completion) and to display promise of excellence in teaching and research. Candidates at the upper levels must have well-established teaching and research records. Applications from outstanding individuals in all fields are encouraged. We are especially interested in candidates with teaching and research interests in macroeconomics and international trade. Salary is commensurate with qualifications and competitive with other Canadian institutions. These positions have been cleared for advertising at the tier-two level. Applications are invited from qualified individuals regardless of their immigration status. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Dr. Bradford Reid, Acting Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 1, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WATERLOO — The Department of Economics at the University of Waterloo seeks to fill a tenure track position at the level of Assistant Professor. Consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. While all areas of economics will be considered, the department is especially interested in appointing someone in open economy macroeconomics. The successful candidate will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. This position is effective September 1, 2000. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae to Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 15, 2000.

UNIVERSITY OF WATERLOO — The Department of Economics at the University of Waterloo seeks to fill a tenure track position at the level of Assistant/Associate Professor. Applicants must have a PhD and have demonstrated excellent teaching skills. The successful candidate will teach marketing and applied consumer economics at both the graduate and undergraduate level, and be expected to have an independent research program. Excellence in research and teaching are primary criteria for the position. This position is effective September 1, 2000. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae to Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 15, 2000.

UNIVERSITY OF TORONTO — One Tenure-Stream Appointment in Economic Theory at the rank of Assistant or Associate Professor on the St. George Campus, subject to budgetary approval. PhD Degree or equivalent, with solid training in applied econometrics as well as the field of specialization, is required as of July 1, 2000 or soon thereafter. Duties include undergraduate and graduate teaching and research. Appointment effective July 1, 2000; salary commensurate with qualifications. Applicants should send a curriculum vitae, one current research paper, and should arrange for submission of 3 letters of recommendation. Application deadline is October 29, 1999. Please contact: Professor M. Fuss, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario Canada M5S 3G7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

EDUCATION

UNIVERSITY OF ALBERTA — Faculté Saint-Jean Deux postes en éducation, conduisant à la permanence et dont l'entrée en fonctions sera dès que possible. L'un des postes est en psychologie de l'éducation, dans les domaines du développement, de l'apprentissage et de l'adaptation scolaire; l'autre poste est dans les domaines suivants : didactique en immersion française, langue et culture, bilinguisme et multiculturalisme. La personne engagée devra posséder un doctorat pertinent aux champs de spécialisation et un solide dossier de recherche et de publication, ainsi qu'une bonne connaissance du milieu scolaire. Une excellente maîtrise de la langue française est requise. Les deux postes appellent un enseignement aux premier et deuxième cycle, incluant la supervision de stagiaires et d'étudiants de deuxième cycle, de même que des qualités de leadership, une capacité à travailler en équipe et dans un cadre interdisciplinaire. Selon les candidatures reçues, un des deux postes pourra être au rang de professeur(e) agrégé(e). Faculté de langue française dans une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans des programmes de BA, BAA (conjointement avec la Faculty of Business), BEd, BEd après diplôme, BSc et MEd. les programmes d'éducation de la Faculté Saint-Jean sont orientés vers la formation des enseignants pour l'enseignement en immersion française et dans le écoles francophones minoritaires, offrant un milieu unique d'enseignement et de recherche. L'évaluation des dossiers de candidatures débutera le 15 octobre 1999. Un curriculum vitae détaillé, une publication et les noms de trois répondants doivent être envoyés à : Madame Claudette Tardif, doyenne, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne-Gaboury, Edmonton, Alberta, T6C 4G9. Télécopieur : (780) 465-8760. La University of Alberta respecte le principe d'équité en matière d'emploi. Comme employeur, elle favorise la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles

THE UNIVERSITY OF LETHBRIDGE — Faculty of Education. Tenure-track positions. The Faculty of Education, University of Lethbridge seeks to fill two approved full-time, tenure-track positions: (1) Teacher Education: Physical Education; (2) Teather Education. Both positions will be filled at the assistant professor rank and are effective July 1, 2000. The Faculty offers highly regarded programs of initial teacher preparation and graduate study. Approximately 200 students are admitted each year to the B.Ed component of a five-year, combined-degrees program that has a strong field-based focus. Much of the Faculty's undergraduate, on-campus program is integrated across subjects and strongly linked to practicum work in the schools. The undergraduate work is complemented by a rapidly growing professional M.Ed. program with over 200 active enrolments, consisting mostly of teachers and other professionals studying full- and part-time. The position in Teather Education: Physical Education will be of interest to someone seeking a career in teacher education which combines: teaching courses in physical education at the preservice, professional development and graduate level; supervising studeot teachers in practica; and supervising M.Ed. independent work, including theses and projects. In addition, the successful candidate would be expected to demonstrate a strong interest in research and scholarly activity related to physical education and teacher education, based on fluency in current theories and practices in teaching Physical Education, and in teacher education more generally. The position in Teacher Education, will be of interest to someone seeking a career in teacher education which combines: teaching at the preservice, professional development and graduate level in one or more of the following areas: curriculum and instruction/introduction to teaching; educational leadership and professional practice and professional development; international education/global pedagogy, ESL and/or L2 teathing; student and/or program evaluation; supervising student teathers in practica; and supervising M.Ed. independent work, including theses and projects. In addition, the successful candidate would be expected to demonstrate a strong interest in research and scholarly activity related to teather education, based on fluency in current theories and practices in Teather Education and in education. Applications for either position will be strengthened by the ability to offer courses in one or more of the following secondary areas: (1) Aduh Education; (2) Communications Technology/Multimedia in Teathing and Learning; (3) First Nations/Aboriginal Education; (4) Northern and Rural Education; (5) Research Methodologies (Quantitative). Both appointments carry the following expectations held of all professors in the Faculty: a strong commitment to teacher education and to the professional development of teachers; a strong commitment to working in a collaborative teaching and scholarly environment. Qualifications include a doctoral degree, completed or near completion, successful classroom teathing experience; and eligibility for teacher certification in Alberta. An interest in and commitment to school-based, cooperative research will be an asset. The ability to integrate communications technology into the teathing and research repertoire will strengthen the application for this position. Experience with First Natrons and bilingual education will likewise enhance this application. Applications from qualified persons of Aboriginal descent are encouraged. Applications, accompanied by a full resume and the names of three references, will be accepted until 15 November 1999 with interviews scheduled for January 2000. Mail applications to: Or Laune Walker, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; Telephone: (403) 329-2051; fax: (403) 329-2252; e-mail: walker@uleth.ca. The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

UNIVERSITY OF LETHBRIDGE — Faculty of Education. Term Appointments. The Faculty of Education seeks to fill two approved full-time term positions for July 2000 in teacher education. The term for each position is two years. There is the possibility that, if permanent funding is made available, as expected, equivalent tenure-track positions may become available. Incumbents may then apply for those tenure-track positions. The Faculty offers highly regarded programs of initial teacher preparation and graduate study. Approximately 200 students are admitted each year to the B.Ed. component of a five-year, combined-degrees program which has a strong field-based focus. Much of the Faculty's undergraduate, on-campus program is integrated across subjects and strongly linked to practicum work in the schools. The undergraduate work is complemented by a rapidly growing professional M.Ed. program with over 200 active enrolments, consisting mostly of teachers and other professionals studying full- and part-time. Each of the two appointments carries the following expectations: supervision of preservice students in at least one of four undergraduate program practice; teaching primarily undergraduate, with the possibility of some teaching of graduate courses; strong commitment to teacher education and to the professional development of teachers; strong commitmem to working in a collaborative teathing and scholarly environment, and; fluency with current theories and practices in areas of expertise. Qualifications include a doctoral degree, completed or near completion; successful classroom teaching experience; and eligibility for teacher certification in Alberta. An interest in and commitment to school-based, cooperative research will be an asset. The ability to integrate communications technology into the teaching and research repertoire, with a particular emphasis on the development of on-line teaching, will strengthen applications for each of the positions. Experience with First Nations and bilingual education will likewise enhance all applications. Applications from qualified persons of Aboriginal descent are encouraged. Positron 1: Evaluation of student work and educational programs; Position 2: Educational Psychology or Speial Education or Counselling. In addition to the above areas of primary specialization, preference will be given to applications that show teaching and/or research competence in integration of communication technology in teaching. The Faculty would also be interested in applications that show strength in one or more of the following areas: Quantitative research/statistical analysis; Curriculum; Leadership; Professional development, Mathematics education. Applications, accompanied by a full resume and the names of three references, will be accepted until 15 November 1999 with interviews scheduled for January 2000. Mail applications to: Dr. Laune Walker, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; Telephone: (403) 329-2051; Fax: (403) 329-2252; E-mail: walker@uleth.ca. The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

MCGILL UNIVERSITY — Applications are invited for an assistant professor tenure- track (Education) position. The successful candidate will have a 75% appointment in the Centre for University Teaching and Learning (CUTL) and a 25% appointment in Education. The position calls for someone who enjoys working in a team-based approach with other faculty developers to make scholarly contributions to higher education and to carry out faculty development activities across consisting mostly of teachers and other professionals studying full- and part-time. The position in Teather Education: Physical Education will be of interest to someone seeking a career in teacher education which combines: teaching courses in physical education at the preservice, professional development and graduate level; supervising studeot teachers in practica; and supervising M.Ed. independent work, including theses and projects. In addition, the successful candidate would be expected to demonstrate a strong interest in research and scholarly activity related to physical education and teacher education, based on fluency in current theories and practices in teaching Physical Education, and in teacher education more generally. The position in Teacher Education, will be of interest to someone seeking a career in teacher education which combines: teaching at the preservice, professional development and graduate level in one or more of the following areas: curriculum and instruction/introduction to teaching; educational leadership and professional practice and professional development; international education/global pedagogy, ESL and/or L2 teathing; student and/or program evaluation; supervising student teathers in practica; and supervising M.Ed. independent work, including theses and projects. In addition, the successful candidate would be expected to demonstrate a strong interest in research and scholarly activity related to teather education, based on fluency in current theories and practices in Teather Education and in education. Applications for either position will be strengthened by the ability to offer courses in one or more of the following secondary areas: (1) Aduh Education; (2) Communications Technology/Multimedia in Teathing and Learning; (3) First Nations/Aboriginal Education; (4) Northern and Rural Education; (5) Research Methodologies (Quantitative). Both appointments carry the following expectations held of all professors in the Faculty: a strong commitment to teacher education and to the professional development of teachers; a strong commitmem to working in a collaborative teaching and scholarly environment. Qualifications include a doctoral degree, completed or near completion, successful classroom teathing experience; and eligibility for teacher certification in Alberta. An interest in and commitment to school-based, cooperative research will be an asset. The ability to integrate communications technology into the teathing and research repertoire will strengthen the application for this position. Experience with First Natrons and bilingual education will likewise enhance this application. Applications from qualified persons of Aboriginal descent are encouraged. Applications, accompanied by a full resume and the names of three references, will be accepted until 15 November 1999 with interviews scheduled for January 2000. Mail applications to: Or Laune Walker, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; Telephone: (403) 329-2051; fax: (403) 329-2252; e-mail: walker@uleth.ca. The University seeks to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada

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University of Alberta
Edmonton

Chair
Department of Mechanical Engineering

Applications and nominations are invited for the position of Chair of the Department of Mechanical Engineering. The undergraduate program in Mechanical Engineering currently has a target enrollment of 135 new undergraduate students each year, with this target increasing to 160 new undergraduate students per year by September 2001. Approximately 80 graduate students are currently registered in MEng, MSc and PhD programs. A planned expansion has been approved that will result in the total graduate enrollment reaching 140 students by September 2004. Research in the department is supported by a wide variety of governmental and industrial organizations, with in excess of $2 million in externally sponsored research funds received annually.

The department currently has 25 full-time faculty members. Planned additional growth over the next three years will result in an additional 10 faculty positions being established complete with associated support staff. This major initiative, which has received government approval and funding, will enable the department to build on its strengths and expand into new areas of teaching and research such as manufacturing engineering and biomedical/biomechanical engineering.

The Chair of Mechanical Engineering is responsible to the Dean of Engineering for the supervision and administration of the academic programs, budget and all activities of the department. We are seeking a dynamic candidate who possesses the teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. This tenured appointment, which will be at the rank of Professor, will take effect on July 1, 2000, or as soon as possible thereafter.

The Faculty of Engineering is one of the largest in Canada with approximately 2,800 undergraduate students, 500 graduate students and over 135 faculty members. The Faculty operates the second-largest engineering cooperative education program in Canada that is available to students in nine engineering undergraduate degree programs. The Faculty has recently undergone a significant phase of renewal and expansion with over 55 new engineering faculty members appointed since 1996. A further 35 additional faculty members, with associated support staff, are expected to be appointed by 2002 due to a planned major expansion of the Faculty that has received government approval and funding. To support the expansion of the educational and research programs of the Faculty of Engineering, two major new engineering buildings are currently being designed, with construction planned to start in late 1999.

Please send nominations or applications, including CVs and the names of three references by October 29, 1999 (applications will be accepted until the position is filled) to:

Dr. David T. Lynch, Dean
Faculty of Engineering
University of Alberta
5-1 Mechanical Engineering Building
Edmonton, AB T6G 2G8
Phone: (780) 492-3596
Fax: (780) 492-0500
E-mail: david.lynch@ualberta.ca

The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most comprehensive policy respecting spousal/partner employment amongst any university in Canada.

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

Lakehead
UNIVERSITY

FINANCE AND STRATEGIC MANAGEMENT/ BUSINESS POLICY

The Faculty of Business Administration at Lakehead University invites applications for probationary (tenure-track) appointments in the areas of Finance and Strategic Management/ Business Policy.

Applicants should have completed or be nearing completion of a PhD. The successful candidates are expected to teach and develop undergraduate and post graduate level courses and conduct research in their area of specialty. For the Strategic Management appointment the ability of teaching in the area of Marketing is desirable.

Appointment will commence on July 1, 2000 with the possibility of January 1, 2000 for the position in Finance. Candidates with appropriate qualifications and experience may be considered for appointment at the Assistant or Associate Professor rank. Both positions are subject to budgetary approval.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: Dr. Bahram Dadgostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

L'Université de Moncton sollicite des candidatures ou des mises en candidature au poste de

Recteur ou rectrice

commençant le 1er juillet 2000 pour un mandat de cinq ans, renouvelable

L'Université de Moncton, établissement d'études supérieures de langue française fondé en 1963, regroupe trois campus situés dans les principales régions francophones du Nouveau-Brunswick, soit à Edmundston, à Moncton et à Shippagan. Elle compte environ 6 000 étudiantes et étudiants, soit 4 600 à temps comptet et 1 400 à temps partiel. Son budget de fonctionnement pour l'année 1999-2000 est d'environ 67 millions de dollars.

Le recteur ou la rectrice doit être un leader capable de faire progresser l'Université sur tous les plans, particulièrement ceux de l'enseignement et de la recherche. Investie d'une autorité personnelle étendue, la personne qui occupera ce poste sera tout autant responsable de la planification à long terme que de l'administration courante de l'Université et assumera la présidence du Sénat académique. Son autorité s'étendra aux trois constituantes de l'Université de Moncton. Enfin, la maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle

Les candidatures ou mises en candidature seront acceptées jusqu'au 30 septembre 1999. Elles doivent être présentées par écrit, accompagnées d'un curriculum vitae détaillé, et adressées sous pli **CONFIDENTIEL** à l'adresse suivante : **Comité consultatif de sélection du recteur ou de la rectrica, a/s de M. Dennis Savoie, président, 34, rue Reading, Fredericton (Nouveau-Brunswick) E3B 6B9**

UNIVERSITÉ DE MONCTON

Un accent, sur le savoir

L'Université de Moncton souscrit à l'équité en matière d'emploi Ce poste est offert également aux femmes et aux hommes Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada

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The Ben & Hilda Katz Centre for Gerontological Social Work, Baycrest Centre for Geriatric Care & the Faculty of Social Work **University of Toronto**

Norman & Honey Schipper Chair in Gerontological Social Work at the Baycrest Centre & the University of Toronto, Faculty of Social Work

The Faculty of Social Work, University of Toronto, in conjunction with the Ben and Hilda Katz Centre for Gerontological Social Work, is seeking applicants for the Norman and Honey Schipper Chair in Gerontological Social Work. Candidates will be expected to build and direct an internationally recognized research and educational program in practice and policy issues related to social work services for the elderly and their families at the Katz Centre for Gerontological Social Work, located at Baycrest Centre for Geriatric Care. The successful candidate will be appointed at the associate or full professor level in a tenure position at the University of Toronto. The Faculty of Social Work is committed to enhancing the diversity of its faculty complement.

Qualifications: A doctorate with at least one degree in social work; an active research program in gerontological studies related to social work practice and policy; practice experience with the elderly an asset; international reputation with demonstrated ability to attract external research funding and an excellent publication record in high quality peer reviewed journals.

The recently endowed Katz Centre for Gerontological Social Work is a joint program of the Faculty of Social Work, University of Toronto and the Baycrest Centre for Geriatric Care. Its mission is to strengthen the contribution of social work to the field of aging by focusing on individual and family issues experienced by older people. Additional information about the position, the University of Toronto, the Faculty of Social Work, and Baycrest Centre for Geriatric Care is available on our website: http://www.utoronto.ca/facsocwk or by calling 416-978-3255.

Applicants are invited to submit a curriculum vitae, three letters of reference, and a letter outlining their research, teaching and professional expertise in these areas. Applications should be sent to **Dr Wes Shera, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street W., Toronto, Ontario M5S 1A1.** This competition is open until filled.

In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. This is an international search but in accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada.

HEAD, DEPARTMENT OF SURGERY

THE UNIVERSITY OF BRITISH COLUMBIA

AND VANCOUVER HOSPITAL AND HEALTH SCIENCES CENTRE

The Faculty of Medicine, University of British Columbia and the Vancouver Hospital and Health Sciences Centre invite applications and nominations for the position of Head of the Department of Surgery

We seek an academic leader to be responsible for directing and developing the teaching and research and service programs of the Department. The Department has 38 full-time and 214 part-time/clinical faculty members and attracts strong research support. The successful candidate should hold a specialty qualification in Surgery, have broad and proven administrative experience, substantial academic and clinical experience, a proven record of scholarly activity, and a commitment to undergraduate, graduate and post graduate medical education. Anticipated start date will be July 1, 2000.

Within the hospital, the successful candidate will be accountable for professional issues relevant to the strategic directions of the organisation. The candidate is responsible for quality of patient care and professional standards and collaborates with the senior executives for physician workforce planning, recruiting and performance management.

Academic rank (full- time) and salary will be commensurate with experience and qualifications. The successful candidate must be eligible for registration with the College of Physicians and Surgeons of B.C. and must be a fellow of the Royal College of Physicians and Surgeons of Canada.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UBC

VANCOUVER HOSPITAL & Health Sciences Centre

Applications, accompanied by a detailed curriculum vitae and names of three references, should be directed by **October 31, 1999** to: **Dr. J.A. Cairns, Dean, Faculty of Medicine, University of British Columbia, Room 317, Instructional Resources Centre, 2194 Health Sciences Mall, Vancouver, BC V6T 1Z3.**

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the university. Candidates for the position should provide evidence of: 1) expertise and experience in higher education and faculty development 2) an appropriate background in science 3) excellence in teaching and research in higher education. Duties will include: consulting with individual professors, team building, providing advice and support for faculty curriculum initiatives and scholarly contributions to higher education. Those interested in applying should consult http://www.education.mcgill.ca/oit/position for further information and list of documents to be submitted. In accordance with Canadian immigration requirements, initial priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment. The expected date of appointment is September 1, 2000. Applications will be considered after November 30. Position will remain open until it is filled. Applications and inquiries should be directed to: Director, Centre for University Teaching and Learning, 3700 McTavish St., Montreal, QC, Canada H3A 1Y2 (Fax 514-398-4679).

ENGINEERING

UNIVERSITY OF WINDSOR — Civil and Environmental Engineering invites applications for a tenure-track faculty position at the Assistant Professor rank in Air Pollution Control, commencing January 1, 2000. Preference will be given to candidates with a proven capability of conducting research in regional air quality modelling and/or development of air pollution control devices. Applicants must have a baccalaureate degree in Engineering (preferably Chemical Engineering), a Ph.D. in the field of environmental/chemical engineering, and be eligible for Professional Engineering registration in Ontario. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience in Environmental Engineering is desirable. The successful applicant is expected to teach undergraduate and graduate courses in environmental engineering and undergraduate courses in General Engineering, supervise graduate students, and interact with the Great Lakes Institute for Environmental Research. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should submit a letter of application, a curriculum vitae, graduate transcripts, teaching evaluations, sample course outlines, sample of scholarly writing, and the names of three referees by October 15, 1999 to Dr. N. Biswas, Chair, Civil and Environmental Engineering, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, Canada, N9B 3P4 Phone: 519/253-3000, Ext. 2550; Fax 519/971-3686; E-mail: biswas@uwindsor.ca

UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemical and Bio-Resource Engineering invites applications for two tenure-track appointments at the Assistant Professor level starting July 1, 2000. Applicants should have a Ph.D. in Chemical Engineering or in a closely related field and have a strong commitment to effective teaching in one or more of the following areas: process design and simulation, hydrocarbon processing and environmental engineering. Relevant industrial experience would be an asset and eligibility for registration as a Professional Engineer is essential. The successful candidates must have the ability and commitment to initiate a vigorous research program in chemical engineering which complements the research areas listed below. Applications, including a curriculum vitae, a short statement of teaching and research interests, and the names and addresses of at least three referees, should be sent to: Dr. A. P. Watkinson, Head, Department of Chemical and Bio-Resource Engineering, The University of British Columbia, 2216 Main Mall, Vancouver, BC, Canada, V6T 1Z4. The deadline for receipt of applications is October 15, 1999. Salary will be commensurate with qualifications and experience, and filling the positions is subject to final budgetary aporoval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. The Department of Chemical and Bio-Resource Engineering at the University of British Columbia offers graduate programs leading to the degrees of M.Eng., M.A.Sc., and Ph.D. in several important areas of chemical engineering, including fluidization, pulp and paper, biotechnology, environmental engineering, biomedical engineering, thermodynamics, transport phenomena, electrochemical engineering, polymer processing, catalysis and process control. Details about the department, and its current research programs, are available on the internet at http://www.chml.ubc.ca.

MCGILL UNIVERSITY — The Department of Mechanical Engineering invites applications for a Tenure-track Position in the area of structural dynamics at the Assistant Professor level. Candidates must have a Ph.D. in Mechanical Engineering or a related area and must have a serious commitment to teaching at both undergraduate and graduate levels. The successful candidate will be expect to contribute to the existing research activities in biomechanics, composite materials, fluid-structure interaction or vibrations. Experience in computational methods in structural dynamics is desirable. He/she will also be expected to obtain membership in a Canadian professional engineering association. Applicants should include the following documents and information in their response: a detailed resume; a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives; and the name, address, e-mail coordinates as well as telephone number of three professional references. The deadline for the submission of applications is October 15, 1999. All application material should be sent to: Prof. Stuart J. Price, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, QC H3A 2K6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGILL UNIVERSITY — The Department of Mechanical Engineering, McGill University, invites applications for a Tenure-track Position in the areas of systems and controls at the Assistant Professor level. Candidates must have a Ph.D. in Mechanical Engineering or a related area and must have a serious commitment to teaching at both undergraduate and graduate levels. The successful candidate will be expected to contribute to research activities in the control of electromechanical systems and/or control hardware. He/she will also be expected to teach courses in system dynamics and control, and instrumentation and electronics. It is also expected that the successful candidate will obtain membership in a Canadian professional engineering association. Applicants should include the following documents and information in their response: a detailed resume, a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives; and the name, address, e-mail coordinates as well as telephone number of three professional references. The deadline for the submission of applications is October 15, 1999. All application material should be sent to: Prof. Stuart J. Price, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, QC H3A 2K6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF OTTAWA — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the assistant professor level in the general area of solid mechanics and design (An appointment at the associate level may be possible for an exceptional candidate). The Department is particularly interested in applicants with expertise in manufacturing for the high-technology industry, computer integration of mechanical systems, mechatronics, automation and controls, or advanced materials. As Canada's high-technology capital, the Ottawa region offers unique opportunities for collaboration with the microelectronics and telecommunications manufacturing industries as well as with government laboratories. Candidates must hold a PhD in Mechanical Engineering or a related discipline, and show evidence of strong research potential and the ability to teach effectively. Candidates must be bilingual, and will be expected to teach in both French and English. The duties include the teaching of undergraduate and graduate courses, the development of a strong research programme, the supervision of MASc and PhD students, and service to the Department. Applicants should have a high degree of proficiency in the use of computers in their field, and should be eligible for registration as Professional Engineers in the Province of Ontario. Applications, including a curriculum vitae and the names and addresses of at least three referees, should be sent to Dr. W. Hallett, Chair, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5. The Department intends to fill these positions by 1 January 2000, subject to funding, and the closing date for applications is 1 October 1999. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

The University of Lethbridge

DEAN

FACULTY OF EDUCATION

University of Lethbridge

Applications are invited for the position of Dean of the Faculty of Education at the University of Lethbridge. The standards of excellence achieved in teaching, scholarship and research have resulted in the high ranking that this institution holds. The Faculty of Education continues to reinforce its reputation as having the best undergraduate Education programs in Western Canada. The Dean is responsible to the Vice-President (Academic) for the leadership and administration of the academic programs, budget and activities of the Faculty of Education.

The Faculty of Education, one of five facilities and schools on a campus of about 6,000 undergraduate students, is committed to the development of the teaching profession. The University of Lethbridge teacher education program is known for its extensive field-based component and works closely with professional practitioners to support the emphasis on integrating practice with theory. The basic teacher preparation program is a five year, two degree program. The Faculty also offers a Master of Education program with about 225 students, mainly practicing teachers, which focuses on the development of master teachers.

The Dean of Education provides leadership to the Faculty through demonstrated commitment to excellence in teaching and scholarship, in formal academic publications and in the development of the teaching profession. In addition to proven ability in these areas, the successful candidate will be a full professor with an earned doctorate, and will have administrative experience, including demonstrated skills in the areas of academic leadership and budget management, in the context of collegial governance. Experience in the public school system is required. The Dean would normally be expected to qualify for Alberta Teacher Certification.

This is a five year renewable term position beginning July 1, 2000 or by agreement. Applications should be received by November 1, 1999 and should be accompanied by a detailed resume of qualifications and experience and the names of three references. Direct applications to:

Howard E. Tennant
President & Vice-Chancellor
The University of Lethbridge
Lethbridge, Alberta, T1K 3M4
or fax (403) 329-2097 or
e-mail: tennant@uleth.ca

Additional information about the University, Faculty and City can be viewed at http://home.uleth.ca

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada. The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment.

CAREERS SECTION · SECTION DES CARRIÈRES

UNIVERSITÉ D'OTTAWA — Le département de génie mécanique recherche un(e) candidat(e) pour combler un poste au rang de professeur(e) adjoint(e) menant à la permanence dans les domaines de la mécanique des solides et de la conception. Un poste de professeur(e) agrégé(e) pourrait s'avérer disponible pour un(e) candidat(e) exceptionnel(le)). Le département s'intéresse particulièrement aux candidat(e)s avec des connaissances dans les domaines de la fabrication pour l'industrie de la haute-technologie, l'application des ordinateurs aux systèmes mécaniques, la mécatronique, l'automatisation, et le contrôle, ou les matériaux avancés. La ville d'Ottawa est la capitale de la haute-technologie au Canada et offre une chance unique de collaborer avec les secteurs de la micro-électronique et des télécommunications ainsi qu'avec les laboratoires gouvernementaux. Les candidat(e)s doivent détenir un doctorat en génie mécanique ou d'une discipline similaire, démontrer un fort potentiel pour la recherche et la capacité d'enseigner efficacement. Les candidat(e)s doivent être bilingues et seront appelé(e)s à enseigner en français et en anglais. Les tâches consisteront à enseigner aux niveaux des trois cycles, à développer un fort programme de recherche, à superviser des étudiants à la maîtrise et au doctorat et à participer aux activités du département. Les candidat(e)s doivent posséder une forte compétence dans l'utilisation des ordinateurs dans leur domaine et être admissibles à l'Association des ingénieurs professionels de l'Ontario. Les personnes intéressé(e)s doivent faire parvenir leur curriculum vitae et les noms et adresses de trois références à l'adresse qui suit: Monsieur W. Hallett, Directeur, Département de génie mécanique, Université d'Ottawa, **K1N 6N5**. Le département a l'intention de combler ce poste le 1er janvier 2000. Ce poste est assujetti aux approbations budgétaires. Le département acceptera des candidatures jusqu'au 1 octobre 1999 seulement. L'Université possède une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.

UNIVERSITY OF ALBERTA — Petroleum Engineering. The Department of Civil and Environmental Engineering, University of Alberta, invites applications for a full-time tenurable, or tenured, position in Petroleum Engineering. Candidates should have a good basic Petroleum Engineering background with a strong interest in drilling and production engineering. Preference will be given to candidates with a strong background in surface production facilities. Complementary interests in reservoir engineering, well-test analysis, and heavy oil/oil sand recovery will be an advantage. Candidates should have a doctoral degree in Petroleum Engineering or a related field. The successful candidates will preferably have petroleum industrial experience and good contacts within the industry, and will have strong communication and presentation skills. The successful applicant will be expected to obtain and maintain registration as a professional engineer in Alberta. The appointment will be made at the rank and salary determined by the qualifications and experience of the successful candidate. The faculty member will be required to teach undergraduate and graduate courses in Petroleum Engineering, supervise graduate students and carry out an active research program in his or her area of specialization. Demonstrated ability and willingness to conduct research in cooperation with the petroleum industry, and to publish scholarly research, are required. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 30,000 undergraduate and 4,000 graduate students. The Faculty of Engineering has over 2,600 undergraduate and 500 graduate students. The School of Mining and Petroleum Engineering, a division of the Department of Civil and Environmental Engineering, offers BSc, MEng, MSc, and PhD programs in both Mining Engineering and Petroleum Engineering. The School has 10 faculty positions, 143 undergraduate students and 35 graduate students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people, an offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Dr. Jozef Szymanski, Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7, Tel: (780) 492-5770, Fax: (780) 492-0249, Department Website <www.civil.ualberta.ca>. Consideration of applications will begin on October 15, 1999, and applications will be accepted until a suitable candidate has been appointed. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Chemical and Materials Engineering Applications are invited for two Faculty Service Officer positions whose main responsibilities will be in undergraduate laboratory instruction/supervision and undergraduate teaching. These positions are available immediately. The salary range for these positions is $40,000 to $53,000 per year depending on qualifications. Candidates must either hold an MSc in Chemical Engineering or a BSc in Chemical Engineering with several years of directly relevant experience. The Faculty Service Officers will be in charge of the chemical engineering undergraduate laboratories and the duties will include the supervision of undergraduate laboratories, the design of new undergraduate laboratories and teaching of some core undergraduate courses. One of the positions requires experience with ASPEN. Experience in teaching chemical engineering courses, designing and supervising undergraduate laboratories, and university research would be an asset. Participation in research will also be required of the successful candidates. Consult our web site at <www.ualberta.ca/chemeng> for information about our Department. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume and the names of three referees should be sent before October 29, 1999 to: Dr. S.E. Wanke, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CONCORDIA UNIVERSITY — Department of Mechanical Engineering is seeking applications for a full-time tenure-track faculty position at the Assistant or Associate Professor level in the area of Industrial Engineering starting June 2000. The Department offers BEng, MEng, MASc, and PhD programs and has a well established and well-funded faculty research activity. The Department also has three strong research centers with focus on Industrial Control, Vehicle Engineering, and Composites, and a strong research laboratory in Computational Fluid Dynamics. Candidates should have a Bachelor and a PhD degree in Engineering with a strong background in Industrial Engineering as applied to a production/manufacturing environment. Industrial hands-on experience is definitely an asset. The candidate should demonstrate capabilities in teaching courses in relevant areas such as: production engineering, facilities design and material handling systems, simulation of industrial systems, information systems, and performance engineering with the application of data management, object oriented programming and other tools and techniques of software engineering. The candidate should be able to conduct independent scholarly research and attract external funding. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is essential. Knowledge of French would be an asset. Applications including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, #H-549, Montreal, Quebec, Canada H3G 2E4 or e-mail to mecheng@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Fluid Mechanics. An experimental background would be an asset but is not an absolute requirement. Candidates must be effective teachers, and will be expected to make a major contribution to the undergraduate and Graduate Programs. Applicants must have a doctoral degree, an outstanding academic record and be prepared to obtain registration as a professional engineer. Salary is commensurate with qualifications. Start date is July 1st, 2000. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is October 31st, 1999. In accordance with Canadian immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people, and physically challenged persons.

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Mechanical Engineering, Patrick Campbell Chair in Mechanical Engineering Design. Applications are invited for this newly endowed chair made available through the generosity of Mr. Patrick Campbell, an alumnus of the Department. Applicants should have a Ph.D. degree, some years of professional design experience and have strong communication skills in verbal and written forms. The appointment will be at the rank of Professor or Associate Professor but persons presently with the rank of Assistant Professor may apply. Eligibility for registration as a Professional Engineer within British Columbia is desirable. In the department, there are currently about ninety graduate students on M.A.Sc., M.Eng and Ph.D. programs and three hundred and fifty undergraduates enrolled for the B.A.Sc. degree. The successful candidate will be expected to teach a normal course load, establish a research program, and supervise graduate students. The special nature of the design chair will require that the appointee become involved in the ongoing development and presentation of the design curriculum at the undergraduate level with the support of existing faculty. The use of computer technology in engineering design is of particular interest to the department. At the graduate level, the courses offered and the research program to be established is at the discretion of the appointee, within the broad interdisciplinary area of Engineering Design. Applications, containing a complete curriculum vitae should be sent to the contact person named below. Applications will be accepted until the position is filled. Short-listed applicants will be asked for names of three referees. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. This advertisement is directed to Canadian citizens and permanent residents of Canada. Apply to: Dale B. Cherchas, Ph.D., P.Eng., Professor and Acting Head, Department of Mechanical Engineering, The University of British Columbia, 2324 Main Mall, Vancouver, B.C. V6T 1Z4. Further information on the department is available on the world-wide web site at: http://www.mech.ubc.ca/

CONCORDIA UNIVERSITY — Department of Mechanical Engineering is seeking applications for a full-time tenure-track faculty position at the Assistant or Associate Professor level in the area of Automation and Control starting June 2000. The Department offers BEng, MEng, MASc, and PhD programs and has a well established and well-funded faculty research activity. The Department also has three strong research centers with focus on Industrial Control, Vehicle Engineering, and Composites, and a strong research laboratory in Computational Fluid Dynamics. Candidates should have a Bachelor and a PhD degree in Engineering with a strong background in mechatronics and in computer control of dynamic systems and industrial/manufacturing processes. Industrial hands-on experience is definitely an asset. The candidate should demonstrate capabilities in teaching courses in relevant areas such as: industrial electronics and microprocessors, control system design, and computer integrated manufacturing with the application of simulation/design software packages and object oriented programming. The candidate should be able to conduct independent scholarly research and attract external funding. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is essential. Knowledge of French would be an asset. Applications including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, #H-549, Montreal, Quebec, Canada H3G 1M8 or e-mail to mecheng@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

UNIVERSITY OF WINDSOR — Electrical and Computer Engineering The University of Windsor invites applications for a tenure-track position in Microelectromechanical (MEMS) Systems commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultypositions> Dr. J. Soltis, Chair, Electrical & Computer Engineering, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 2570; Fax (519)971-3695; e-mail soltis@uwindsor.ca

UNIVERSITY OF WINDSOR — Mechanical & Materials Engineering. The University of Windsor invites applications for two tenure-track positions commencing July 1, 2000 in Automotive Design and Automotive Materials. For details please visit our website at <http://www.uwindsor.ca/facultypositions> Dr. Robert Gaspar, Chair, Mechanical & Materials Engineering, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 2616; Fax (519)973-7007; e-mail mech@uwindsor.ca or matl@uwindsor.ca

CONCORDIA UNIVERSITY — Department of Mechanical Engineering is seeking applications for a full-time tenure-track faculty position at the Assistant or Associate Professor level in the area of Fluid Mechanics, Thermodynamics, and Heat Transfer starting January 2000. The Department offers BEng., MEng, MASc, and PhD programs and traditionally has had a well-funded faculty research activity. The Department also has three strong research centers for Industrial Control, Vehicle Engineering, and Composites, and a well-known Computational Fluid Dynamics Research Laboratory. Recently, the Canadian Foundation for Innovation and the Quebec Government have jointly awarded major funding to Concordia University for an Interdisciplinary Research Facility for the Innovative Applications of Information Technologies. Candidates should have a Bachelor and a PhD degree in Engineering with a strong background in the theoretical and computational aspects of Fluid Mechanics, Thermodynamics, and Engineering with a strong background in mechatronics and in computer control of dynamic systems and industrial/manufacturing processes. Industrial hands-on experience is definitely an asset. The candidate should demonstrate capabilities in teaching courses in relevant areas such as: industrial electronics and microprocessors, control system design, and computer integrated manufacturing with the application of simulation/design software packages and object oriented programming. The candidate should be able to conduct independent scholarly research and attract external funding. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is essential. Knowledge of French would be an asset. Applications including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, #H-549, Montreal, Quebec, Canada H3G 1M8 or e-mail to mecheng@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

UNIVERSITY OF WINDSOR — Electrical and Computer Engineering The University of Windsor invites applications for a tenure-track position in Microelectromechanical (MEMS) Systems commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultypositions> Dr. J. Soltis, Chair, Electrical & Computer Engineering, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 2570; Fax (519)971-3695; e-mail soltis@uwindsor.ca

UNIVERSITY OF WINDSOR — Mechanical & Materials Engineering. The University of Windsor invites applications for two tenure-track positions commencing July 1, 2000 in Automotive Design and Automotive Materials. For details please visit our website at <http://www.uwindsor.ca/facultypositions> Dr. Robert Gaspar, Chair, Mechanical & Materials Engineering, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 2616; Fax (519)973-7007; e-mail mech@uwindsor.ca or matl@uwindsor.ca

CONCORDIA UNIVERSITY — Department of Mechanical Engineering is seeking applications for a full-time tenure-track faculty position at the Assistant or Associate Professor level in the area of Fluid Mechanics, Thermodynamics, and Heat Transfer starting January 2000. The Department offers BEng., MEng, MASc, and PhD programs and traditionally has had a well-funded faculty research activity. The Department also has three strong research centers for Industrial Control, Vehicle Engineering, and Composites, and a well-known Computational Fluid Dynamics Research Laboratory. Recently, the Canadian Foundation for Innovation and the Quebec Government have jointly awarded major funding to Concordia University for an Interdisciplinary Research Facility for the Innovative Applications of Information Technologies. Candidates should have a Bachelor and a PhD degree in Engineering with a strong background in the theoretical and computational aspects of Fluid Mechanics, Thermodynamics, and

UNIVERSITY OF WINDSOR

Tenure-Track Faculty Positions

The University of Windsor invites applications for a number of tenure-track positions to commence July 1, 2000. A mid-sized university with a solid reputation in teaching and research, the University of Windsor provides "the degree that works," an innovative and student-focused approach which prepares its graduates for the challenges of tomorrow. The University of Windsor seeks applicants who demonstrate strong evidence of research ability and excellence in teaching to ensure the success of our graduates and to build on our commitment to graduate studies and research, automotive engineering, and environmental research. As Canada's southernmost university with an international location, the University of Windsor offers faculty and students unique cultural, recreational, research and educational opportunities.

Application information and detailed descriptions for the following positions may be found at http://www.uwindsor.ca/facultypositions.

Business Administration	Accounting Information Systems
Chemistry	Materials Physical/Inorganic Chemist
Computer Science	Multiple Areas
Dramatic Art	Directing/Acting
Geography and Physical Geography	Geographic Information Systems
Engineering: Civil & Environmental	Air Pollution
Engineering: Electrical & Computer	Micro-electromechanical (MEMS) Systems
Engineering: Mechanical & Materials	Automotive Design
	Automotive Materials
	Thermofluids
English Language and Literature	Creative Writing and Canadian Literature
Great Lakes Institute for Environmental Research	Ecotoxicologist
	Environmental Chemist
	Environmental Mineralogist
	Conservation Geneticist
	Environmental Modeler
Kinesiology	Sport Management
Nursing	Human Responses and Adaptation to Alterations in Health
Political Science	International Relations and Development Studies
Sociology	Criminology

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

the degree that works

McGill

Gretta Chambers Chair in East Asian Art History

McGill University invites applications for the Gretta Chambers Chair in East Asian Art History, a joint appointment in the Departments of East Asian Studies and Art History at the associate professor level (advanced assistant professor may apply), commencing September 1999. The field of specialization is open, but candidates must have a specialization in Chinese art, and an understanding of methodology, critical theory, and developments in modern and contemporary East Asian art. The candidate will be expected to contribute to the development of East Asian Art History at McGill. At least a reading knowledge of French is required. The candidate should have a strong teaching record. The application deadline is **February 5, 1999** or until position is filled. Applicants should send a statement of their research programme, teaching philosophy/methods and sample of publications, along with their c.v. and two letters of reference to:

Chair, East Asian Art History Search
Department of Art History, McGill University
853 Sherbrooke St. West
Montreal, Quebec, Canada H3A 2T6
Tel. (514) 398-6541
Fax (514) 398-7247

In accordance with Canadian immigration requirements this advertisement is addressed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

THE INDO-CANADIAN SHASTRI INDO-CANADIAN INSTITUTE

VICE-PRESIDENT INDIA OFFICE
2000–2001

The Shastri Indo-Canadian Institute invites applications for the position of Vice-President (India Office), from Canadian academics who will be on sabbatical or administrative leave in 2000–2001.

Application Information:

The Institute is a consortium of twenty-one Canadian universities and the Canadian Museum of Civilization that offers a variety of programmes in India Studies, Canadian Studies, and Development Studies. The ideal candidate will be a senior academic with substantial administrative experience; a thorough familiarity with the Shastri Institute and its activities; and the capacity to deal effectively with civil servants, diplomats, and academics. The remuneration includes furnished accommodation in central New Delhi, the use of a car for official purposes, and a living travel and research allowance. Since part of the remuneration is in the form of a research fellowship, the candidate should have a research proposal related to India. Applications should include the following materials:

- a cover letter explaining the candidate's suitability for the position
- a *curriculum vitae*
- a formal research proposal (application form available from the Programme Officer).
- a letter from the appropriate university authority stating that, if appointed, the candidate will be released from institutional duties between July 1, 2000 and June 30, 2001.

Applications must be *received* by ***October 30, 2000*** at the following address. (Please note that facsimiles will not be accepted.)

The President, Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, NW
Calgary AB, T2N 1N4
Tel: (403) 220-7467
Fax: (403) 289-0100
Email: sici@ucalgary.ca
Website: http://www.ucalgary.ca/~sici

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Lakehead
UNIVERSITY

INFORMATION SYSTEMS

The Faculty of Business Administration at Lakehead University invites applications for a probationary (tenure-track) appointment in the area of information systems.

Applicants should have completed or be nearing completion of a PhD. The successful candidate is expected to teach and develop undergraduate courses and conduct research in his/her area of specialty. Rank and salary are dependent on qualifications and experience. This appointment will commence on January 1 or July 1, 2000. Individuals with a Master's degree and related experience in information systems may be considered for a term appointment.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: **Dr. Bahram Dadgostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1.**

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Ten Tenure Track Positions Faculty of Education

Due to growth in academic programs, the Faculty of Education is searching for outstanding candidates for the following ten tenure track positions in:

Curriculum Methods and Development (2 positions)
Foundations in Education
Special Education/Educational Psychology (2 positions)
Language Arts and Literacy (2 positions)
Pedegogical Uses of Computers
Social Studies
Physical and Health Education

The Faculty of Education is a positive collegial organization that offers a consecutive Bachelor of Education degree program accredited by the Ontario College of Teachers, and a Master of Education program in Curriculum Leadership. The Faculty also offers a full range of additional qualification and extension courses throughout Northeastern and Midnorthern Ontario.

In addition to teaching and supervision in the pre-service program and the MEd program, successful candidates will be expected to pursue related areas of scholarship and research. Preferred candidates will have a doctoral degree, demonstrated research and teaching competence, relevant employment experience and professional credentials

Rank and salary will be commensuate with qualifications and experience.
The application deadline is **15 November 1999** Positions are subject to final budgetary approval

Applications should include a curriculum vitae; the names, addresses and telephone numbers of three referees, a statement of research interests, an example of recently published work, a sample course outline and teaching evaluations. Applications should be directed to **Dr. Laverne Smith, Dean/Vice-President Academic, Chair, Search Committees, Faculty of Education, Nipissing University, 100 College Drive, Box 5002, North Bay, Ontario P1B 8L7,** Fax (705) 474-3264; Email: lesleyc@mail.unipissing.ca

The University is located in a beautiful natural setting on an escarpment overlooking Lake Nipissing in North Bay, Ontario. The city, which is located 3½ hours north of Toronto, has a population of 60,000. For more information on the University and North Bay we invite you to visit our website at http://www.unipissing.ca.

NIPISSING UNIVERSITY

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing University is an equal opportunity employer

Lakehead
UNIVERSITY

MOLECULAR/ENVIRONMENTAL MICROBIOLOGIST

The Department of Biology at Lakehead University invites applications for a tenure track appointment at the rank of Assistant Professor commencing January 1, 2000. The successful candidate will augment the departmental emphasis on ecology and will be expected to attract external funding to support a vigorous research program. Applicants must have a demonstrated interest in fundamental problems in molecular biology and microbial ecology and supervising undergraduate and graduate theses. A PhD is required and postdoctoral experience would be an asset.

Lakehead University, located on the northwestern shore of Lake Superior in a boreal ecosystem, is near strategically situated industries. Programs in Biology, Forestry and Outdoor Recreation, Parks and Tourism share an emphasis on natural resources that is also reflected in the Ontario Ministry of Natural Resources' Centre for Northern Forest Ecosystem Research (CNFER), located on-campus. Possibilities exist to participate in the Interdisciplinary Program in Applied Bio-Molecular Science, Forest Microbiology and to collaborate with the Northwestern Ontario Regional Cancer Centre.

Interested applicants should send a curriculum vitae, statements of teaching and research interests, recent reprints and the names and addresses of three referees to: **Dr. James Gellert, Dean, Faculty of Arts & Science, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1.** This position is subject to final budgetary approval.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Heat Transfer. Industrial experience is considered an asset. The candidate should demonstrate capabilities in teaching some courses in Thermo-Fluid and in Information Technology areas such as: Fluid Mechanics, Thermodynamics, Heat Transfer, Computational Methods, Object-Oriented Programming and Techniques of Software Engineering. The candidate should show demonstrable capability to conduct independent scholarly research and attract external funding. Applications including detailed curriculum vitae and names and coordinates of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, EH-549, Montreal, Quebec Canada, H3G 1M8, or e-mail at mecheng-vax@concordia.ca In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons

UNIVERSITY OF VICTORIA — Mechanical Engineering. Tenure-Track Faculty Position. The Department of Mechanical Engineering, University of Victoria, invites applications for a tenure-track faculty position in the area of mechanics, with emphasis on finite element applications. The appointment will be made at the rank of Assistant or Associate Professor on or before May 1, 2000. The candidate should have completed a PhD in Mechanical Engineering or a related field and be eligible for registration as a Professional Engineer. The candidate is expected to teach at the undergraduate and graduate level, and to develop an active research program that complements the Department's research activities and to be actively involved in supervising graduate students. Experience in the area of finite elements is essential. B.Eng., M.Eng., M.A.Sc. and PhD programs are offered. There are 15 faculty members, over 200 undergraduate students, and 45 graduate students. The undergraduate program is 100% co-op. The Department is very active in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found on the web at http://www.me.uvic.ca. Please send applications, including curriculum vitae and the names of three references, to Dr. Sadik Dost, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055, Stn CSC, Victoria, BC, V8W 3P6, Canada E-mail: sdost@me.uvic.ca. Closing date for applications is September 30, 1999. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. Women are particularly encouraged to apply. In accordance with Canadian Immigration Policy, priority will be given to applicants who are Canadian citizens or permanent residents.

UNIVERSITY OF TORONTO — The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level in the area of sustainable civil engineering infrastructure. The appointment will be made 1 January 2000, or as soon as possible thereafter. Candidates must have strong research and professional expertise in environmental engineering and sustainable approaches to civil engineering infrastructure planning and design such as life cycle analysis and full cost accounting. There is specific interest in candidates with demonstrated ability and interest in interacting with colleagues in one or more of the following areas: geotechnical, transportation, environmental, building and construction engineering. Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct funded research, supervise graduate students, and teach postgraduate and undergraduate courses in civil/environmental engineering. Preference will be given to candidates who can undertake research and teach courses on quantitative, analytical approached to sustainable infrastructure engineering. Salary is commensuate with qualifications and experience. Applicants should send a detailed curriculum vitae, a statement on research, teaching and professional interests, and a list of at least three references to Professor Barry J. Adams, Chair, Department of Civil Engineering, University of Toronto, Toronto, Ontario, Canada, M5S 1A4. The closing date for receipt of applications is October 15, 1999. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF CALGARY — BioChemical Engineering. The Department of Chemical and Petroleum Engineering invites applicants for a three year initial term position (or tenure-track) at the Assistant Professor level starting on January 1, 2000. Candidates must have earned their PhD degree in Chemical or BioChemical Engineering or other related engineering disciplines by the time of taking the position and be eligible for registration in the Alberta professional engineers' association, APEGGA. The preferred candidate should have excellent communication skills, in addition to the ability and enthusiasm to teach undergraduate and graduate courses in Chemical and/or BioChemical Engineering. Most important, the candidate must have the ability to conduct leading edge research in the animal cell biotechnology field. Considerable experience should have been gained in a tissue culture type of laboratory in which cells are grown for therapeutic usage and/or recombinant proteins are produced from genetically engineered cells. Also, the applicant must be very experienced in the scale-up of animal and mammalian cell cultures from T-flasks to large bioreactors. The starting date is negotiable, but not later than January 1, 2000. Salary will be commensuate with experience. Interested individuals should send a curriculum vitae including attested copies of all degree transcripts, a statement of teaching and research interests, and the names and complete addresses (including Fax and email) of three references to Professor R.G. Moore, Head, Department of Chemical and Petroleum Engineering, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4 Deadline for receipt of applications is October 1, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

UNIVERSITY OF BRITISH COLUMBIA — NSERC/PMC-Sierra Chair in High-Speed Microelectronic Circuits. The Department Electrical and Computer Engineering at the University of British Columbia invites applications for the NSERC/PMC-Sierra Chair in High-Speed Microelectronic Circuits to which a tenure-track appointment at the rank of Associate Professor or Professor will be made. The Chair has been created in order to increase the research and educational strength of the department in areas associated with circuit and system design, including synthesis and test techniques for high-speed analogue and digital microelectronic circuits. The department expects to be able to provide substantial equipment funding associated with this position to a suitable candidate. Applicants must demonstrate exceptional research potential and teaching ability. The successful applicant will have relevant industrial experience, and will be expected to play a role of leadership in enhancing educational and research links within the microelectronic community. Successful candidates are expected to pursue an active research program, perform both undergraduate and graduate teaching, and supervise graduate students. A PhD or equivalent in an appropriate area is required. The position is available January 1, 2000, and salary will be commensuate with experience. The Department offers undergraduate and graduate degree programs in Electrical Engineering and Computer Engineering to roughly 450 undergraduates and 200 graduate students. There are 35 tenure track faculty positions. Additional information about the Department is available at http://www.ece.ubc.ca/ Applicants should submit their resume and the names of at least three references to: Chair, Recruiting Committee, Department of Electrical and Computer Engineering, University of British Columbia, 2356 Main Mall, Vancouver, BC, V6T 1Z4 To ensure consideration, please respond by September 30, 1999. The search will continue until the position is filled. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to funding approval.

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a three-year definite term position at the rank of Lecturer. Applicants must be eligible for Professional Engineering registration in Ontario and have a Ph.D. in Civil Engineering with research interests in one of the established areas of the discipline. It is anticipated that the appointment will begin January 2000. Applicants must have a proven ability for outstanding teaching in engineering. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach first and second year undergraduate courses in a wide range of subjects in Civil Engineering including courses such as digital computation and calculus. The primary duties of the successful applicant will be the teaching and management of last year engineering students at the University of Waterloo. Duties also will include high school liaison and first year engineering admissions. Participation in research is expected. The allocation of duties normally will be 50% teaching, 30% service and 20% research. The appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a Ph.D. in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons

QUEEN'S UNIVERSITY AT KINGSTON

Assistant Professor Department of Chemistry

The Department of Chemistry, Queen's University, invites applications for a tenure-track position at the Assistant Professor level in any area of analytical chemistry including analytical mass spectroscopy and biomedical analytical chemistry. The position commences July 1, 2000 and salary will be commensurate with qualifications and experience. While the main criterion for this appointment is the academic excellence of the candidate, we are particularly interested in persons who are eligible for registration as a Professional Engineer in the province of Ontario. Applications should include a curriculum vitae, a statement of current and prospective research interests, and a statement regarding teaching experience or potential. In addition, the applicant should arrange for three letters of reference to be sent directly to the address below. The deadline for applications is *October 31, 1999*. Applications should be sent to: ***The Head, Department of Chemistry, Queen's University, Kingston, Ontario, Canada, K7L 3N6.***

In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities and persons of a diversity of sexual orientation.

DALHOUSIE UNIVERSITY

Assistant/Associate Professor Marketing

Applications are invited for a tenure-track position in Marketing at the rank of Assistant Professor or Associate Professor. Preference will be given to candidates with expertise in Market Research and Marketing Strategy and with research interests in information, logistics, or service marketing. Ph.D. in Marketing and evidence of teaching effectiveness and research potential are required. The appointment involves teaching at the undergraduate and graduate levels. Position available January 1, 2000 or July 1, 2000. Salary: Competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. Applicants should send a c.v., names of three references, and a sample of research work to **Dr. D.A. Schellinck, School of Business, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5, Canada.**

with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of Assistant or Associate professor, in the research area of photonics and/or microwaves. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students, in the area of photonics and/or microwaves. The candidate for the position must have an earned doctoral degree with a strong research record in a relevant area. For information please visit the web site, http://www.ece.uwaterloo.ca. Salary will commensurate with qualification and experience. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor D. Miller, Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. The successful applicant will have expertise in design of photonic and/or microwave devices, circuits and systems pertinent to wireline and wireless communication systems and networks. The individual will therefore be a member of the materials, devices and circuits theme area and is expected to interact with other faculty members in photonics, microwaves, microelectronics and communications. Research interests may include one or more of the following areas: semiconductor laser diodes, high-speed electro-optic modulators, microwave planar circuits, packaging and integration of photonic/microwave components, applications of photonics and microwave technologies in communication systems. University of Waterloo currently has strong research activities in photonics, microwaves, microelectronics and communications. Infrastructure available for this research includes photonic/microwave simulation and characterization labs; a departmental clean room along with the associated device and system characterization tools for microelectronic devices and circuits. The appointee is expected to seek research funding from both government sources (e.g. NSERC, CITO, PRO) and industry (e.g. NORTEL, IOS). Teaching interests will include undergraduate and graduate courses covering electromagnetics, photonic and microwave devices, fiber-optic and wireless communications. Relevant graduate courses pertinent to photonics/microwaves will also be offered.

MCGILL UNIVERSITY — Department of Chemical Engineering. We invite applications for a tenure-track appointment as Assistant Professor. The successful candidate is expected to participate effectively in teaching at all levels and to develop a vigourous, independent research program. We are particularly interested in the research areas of polymers and control, but excellent candidates in any research area are encouraged to apply. Applicants must have a doctoral degree in chemical engineering and be eligible for membership in a professional Order of Engineers. They should demonstrate evidence of outstanding potential for teaching and research. The successful candidate will join a high profile department of 14 tenured staff, almost 300 undergraduate students, about 85 graduate students. We have just moved into a new building and can offer an excellent infrastructure for both teaching and research. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada. McGill University is committed to equity in employment. Send resume, names of three references and elaboration concerning research and teaching interests to Prof. R.I. Munz, Chair, Department of Chemical Engineering, McGill University, M.H. Wong Building, 3610 University St., Montreal, Quebec, Canada, H3A 2B2, before November 30, 1999. The appointment will be made as soon as possible after the closure date.

ENGLISH

THE UNIVERSITY COLLEGE OF THE CARIBOO (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,000 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province. Faculty Member, English and Modern Languages. The Department of English and Modern Languages has a replacement term position available. The successful candidate must be able to teach rhetorical history and composition theory at the 300/400 level; some experience in teaching electronic publishing preferred. Further background in teaching either introductory literature or technical writing is also an asset. Qualifications: Ph.D. Teaching experience preferred. Term of Appointment: 01 January 2000 to 30 April 2004. Closing Date for Applications: 30 September 1999. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #99-049 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3.. We wish to thank all applicants; however, only those under consideration will be contacted.

SIMON FRASER UNIVERSITY — The Department of English at Simon Fraser University invites applications for a tenure-track appointment in non-dramatic 17th-century literature at the rank of Assistant Professor, effective September 1st 2000. An interest in print culture would be an asset to this position. Candidates must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research. Applicants should submit a detailed letter of application, a curriculum vitae, a transcript of academic record, a sample of their scholarly writing, and ask three referees to send letters to Dr. Anne Higgins, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby BC V5A 1S6. The closing date for applications is November 30th 1999. This position is subject to Board and budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY — The Department of English at Simon Fraser University invites applications for a tenure-track appointment in 19th and/or 20th-century American literature at the rank of Assistant Professor, effective September 1st 2000. Candidates must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research. Applicants should submit a detailed letter of application, a curriculum vitae, a transcript of academic record, a sample of their scholarly writing, and ask three referees to send letters to Dr. Anne Higgins, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby BC V5A 1S6. The closing date for applications is November 30th 1999. This position is subject to Board and budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY — The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment at the Assistant Professor level from July 1, 2000 in language and literature. The successful candidate will have research interests in both language study (any area, e.g. socio-linguistics, history of the language, rhetoric) and literature (any area, but preferably Canadian). The responsibilities for this position include undergraduate and graduate teaching as well as assuming an active role in the Strathy Language Unit. The Unit is an endowed research facility affiliated with the Department and devoted to the study of Canadian English; its most recent publication is the "Guide to Canadian English Usage" (Oxford, 1998). Qualifications include a completed Ph.D., a promising research record, and evidence of teaching ability. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications received after November 15, 1999 may not be considered. Applicants should send a curriculum vitae and a short writing sample (no more than 5,000 words typescript or brief article) and should arrange for three letters of reference for a dossier from a university placement office) to be sent to Professor Paul Stevens, Head, Department of English, Queen's University, Kingston, ON, K7L 3N6.

YORK UNIVERSITY — The Department of English at York University invites applications for a tenure-stream position at the assistant professor level. The position offered is in Post-colonial. The successful candidate will have substantial university teaching experience and preferably expertise in one or more African literatures. The department would welcome applicants with an interest

FACULTY MEMBER
VISUAL & PERFORMING ARTS

The successful candidate will teach Acting, first year through fourth year and teach first year Speech Communication.

Qualifications: M.F.A. or PhD in Theatre – Acting specialization.

Term of Appointment: 13 December 1999 to 28 April 2000

Closing Date For Applications: 15 October 1999

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #99-059 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC
V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

Department of Chemistry
University of Toronto

Assistant Professor
Experimental Physical Chemistry

The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Experimental Physical Chemistry, effective on or after July 1, 2000. Applicants should possess a PhD in experimental physical chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate levels. Salary will be commensurate with qualifications and experience.

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

Applications will be accepted until **October 22nd, 1999.** Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to:

Chair of Chemistry
Department of Chemistry
University of Toronto
80 St. George Street, Room 151
Toronto, Ontario M5S 3H6

QUEEN'S UNIVERSITY AT KINGSTON

Queen's National Scholars (Faculty Appointments)

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

A maximum of four awards will be available in 1999/00. Appointments under this special program will be either tenure-track or special shorter term appointments.

Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is ***October 8, 1999*** for decision in January 2000.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, ***Queen's University, Kingston, Ontario, Canada, K7L 3N6.***

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNBC

Dean: College of Science and Management
University of Northern British Columbia

The University of Northern British Columbia is a Canadian university which opened in 1994. UNBC is in its sixth year of operation with approximately 3500 full- and part-time equivalent undergraduate and graduate students in over 40 academic programs. The University has a regional mandate to serve the northern two-thirds of the Province, with regional offices located in Prince Rupert, Fort St. John and Quesnel. The main campus is located in Prince George, B.C. More information about the University may be found at our website at www.unbc.ca.

The locale offers an abundance of outdoor recreation and the city—live theater, a symphony orchestra and a newly expanded art gallery. UNBC offers an unbeatable combination: a strong mandate for growth, a modern and comprehensive campus, and, a wonderful setting in the heart of British Columbia.

The College of Science and Management fosters interdisciplinarity through innovative teaching and research programs in both human and natural resources as well as in traditional sciences and high tech fields such as Computer Sciences and GIS. Research in the College is designed to challenge current knowledge and to be at the leading edge in all relevant fields. Consistent with the overall mission and mandate of the University, the College is dedicated to educating the next generation of business and scientific leaders for the North and has a particular mandate consistent with the University as a whole to educate First Nations people.

The College of Science and Management (CSAM) offers BA in Environmental Studies, Geography, Resource-Based Tourism; BComm in Accounting, General Business, Finance, International Business, Marketing; BSc in Biology, Chemistry, Computer Science, Environmental Planning, Environmental Science, Fisheries, Geography, Mathematics, Natural Resources Management (Forestry, Resource Recreation, Wildlife), Physics; MSc in Mathematical, Computer and Physical Sciences; MSc, MA, MNRES and PhD in Natural Resources and Environmental Studies.

Candidates should be appointable as a full professor, with broad familiarity of higher education issues and be tenurable within the College. We are looking for an energetic, experienced and conscientious administrator with the ability to lead a faculty of high achieving scholars. The new Dean will be committed to the institutional vision of UNBC and will possess a love of learning and the creation of knowledge—both for our University and for our community. The successful candidate will serve in the multiple roles of team leader, team player and rainmaker!

This will be an open search. The Search Committee will begin reviewing applications in late October 1999 for a start date of no later than July 1, 2000. Letters of application, accompanied by a curriculum vitae and contact information for at least five references are to be sent to Mr. Jim Lundy, at the address shown at left.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

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in issues of literature and nation and literatures of the African Diaspora The appointment is subject to budgetary aposval Qualifications include a PhD in English Literature with specialization in the above field, and demonstrable excellence in both teaching/research. It is expected that the successful candidate will make an energetic contribution to the undergraduate program and, either immediately or very soon to the graduate program, as well as developing a productive program of research Salary will depend on qualifications and experience. A letter of application, along with a curriculum vitae and a sample of the applicant's written work (no longer than 25pp.) should be sent to: Prof. Kim Michasiw, Chair, Department of English, York University, 4700 Keele Street, Toronto, ON M3J 1P3 Fax: (416) 736-5432. Candidates should also arrange for letters of recommendation from three referees to be sent directly to the above address. Applications should be received by October 25, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WINDSOR — English. The University of Windsor invites applications for a tenure-track position in Creative Writing and Canadian Literatures commencing July 1, 2000. For details please visit our website at http://www.uwindsor.ca/faculty/positions. Or: Katherine Quinsey, Chair, English Language, Literature, and Creative Writing, University of Windsor, Windsor, ON, N9B 3P4; Phone (519)253-3000, ext. 2289; Fax (519)971-3676; e-mail katq@uwindsor.ca

DALHOUSIE UNIVERSITY — The Department of English at Dalhousie University invites applications for a tenure-track appointment for an Assistant Professor (commencing July 2000) in twentieth-century American literature. The successful candidate should have a Ph.D., teaching experience, and publications. The salary will be commensurate with qualifications and experience. The deadline for applications (CV, 3 letters of reference, and teaching dossier) is November 1, 1999. Applications (including all supporting materials) should be sent to: The Chair, Department of English, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women. For information on the Department of English at Dalhousie, go to http://www.dal.ca/~englwww/englwww.html

DALHOUSIE UNIVERSITY — The Department of English at Dalhousie University invites applications for a tenure-track appointment for an Assistant Professor (commencing July 2000) in Canadian Literature. Preference will be given to candidates who can demonstrate a secondary expertise in post-colonial literature. The successful candidate should have a Ph.D., teaching experience, and publications. The salary will be commensurate with qualifications and experience. The deadline for applications (CV, 3 letters of reference, and teaching dossier) is November 1, 1999. Applications (including all supporting materials) should be sent to: The Chair, Department of English, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women. For information on the Department of English at Dalhousie, go to http://www.dal.ca/~englwww/englwww.html

UNIVERSITY OF VICTORIA — The Department of English, University of Victoria, invites applications for a tenure-track position in the field of Eighteenth-century Literature with a particular interest in non-canonical writers and the social and cultural contexts for the study of these writers, beginning 1 July 2000. Candidates should hold or be close to completing a PhD; candidates should also be prepared to provide evidence of scholarly and teaching excellence or potential. The appointment will be made at the rank of Assistant Professor. Letters of application, CVs including all university transcripts, writing sample, and letters from three referees should be sent by 15 November 1999, to Professor John Tucker, Chair, Department of English, University of Victoria, P.O. Box 3070, Victoria, B.C., Canada V8W 3W1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English at the assistant professor level in Medieval Literature. A PhD in this area and demonstrated strengths in teaching and research are required. Salary negotiable. Appointment effective 1 July 2000. Send resumes, transcripts, writing samples, and letters of reference no later than 25 November 1999 to Dr. Lynne Magnusson, Acting Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to our Rhetoric and Professional Writing programs, particularly in one or more of the following areas: history or theory of rhetoric, history or theory of professional writing, business/technical communication. The successful candidate will teach a large section of a specialized writing course for students in Mathematics or other faculties in addition to undergraduate and graduate courses and supervision in English department programs. A Ph.D. and demonstrated strengths in teaching and research are required. The department offers distinctive undergraduate and graduate programs (M.A. and Ph.D.) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2000. Send resumes, transcripts, writing samples, and letters of reference no later than 25 November 1999 to Dr. Lynne Magnusson, Acting Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ENGLISH & THEATRE

UNIVERSITY OF BRITISH COLUMBIA — The Department of English and the Department of Theatre, Film and Creative Writing, University of British Columbia, invite applications for a joint position at the level of Assistant Professor in Drama with a specialty in the Theory and History of Performance. This position is available effective July 1, 2000, subject to budget approval. Candidates should possess the Ph.D, some teaching experience at the university level, and active interest in Theatre research and scholarship. The successful applicant will have cross-disciplinary interests and will be interested in the opportunities provided by work within the English Department as well as with the newly established Integrated BA Program in Drama in the Faculty of Arts. UBC has a strong Theatre Production Program which provides opportunities for curriculum development that emphasizes dramatic literature in performance; thus, participation in the dramaturgy of the Theatre Program will be encouraged. Expertise in 19th or 20th century drama and theatre, as well as in film or opera, are desirable, and Humanities computing skills are an asset. Applicants should send their curriculum vitae, a sample published article, a statement on their pedagogy, an outline of their current academic and creative interests, and arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Deadline for receipt of complete applications is November 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ENVIRONMENTAL RESEARCH

UNIVERSITY OF WINDSOR — Environmental Assessment. The University of Windsor invites applications for five tenure-track positions commencing July 1, 2000 in Environmental Assessment: Ecotoxicologist; Environmental Chemist; Environmental Mineralogist; Conservation Geneticist; Environmental Modeler. For details please visit our website at <http://www.uwindsor.ca/faculty positions> Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON, N9B 3P4; Phone (519) 253-3000, ext. 2732 ; Fax (519)971-3616 ; e-mail latorg5@uwindsor.ca

EPIDEMIOLOGY

MCGILL UNIVERSITY — The Joint Departments of Epidemiology and Biostatistics and Occupational Health at McGill University are seeking an epidemiologist with experience in public health for a non-tenure track faculty position. The successful candidate will assume responsibilities for developing comprehensive prospective monitoring system assessing the impact of health policies on the use, cost and outcome of service provision. This initially will be in the area of HIV service provision but the candidate is expected to develop similar systems in other areas of service provision in Québec. The Joint Departments are affiliated with the Faculty of Medicine and its teaching hospitals. The candidate will be expected to develop close links with the Public Health Unit of the Régie regionale de la santé de Montréal-Centre. Ability to work in a multidisciplinary environment is required. As well, the candidate will participate at teaching at the graduate (Diploma, MSc and PhD) level and undergraduate (medical student) teaching. Suitable candidates must have a MD degree and a PhD in public health. Excellent communication skills and interpersonal skills are required. The candidate selected for this position will be a renowned expert in this domain and would have demonstrated his/her ability to work effectively at a local, national and international level. The successful candidate will be expected to undertake and promote research. Salary will be commensurate with qualifications and experience and in accordance with McGill University norms. The selected candidate must hold a valid permit from the College des medecins du Québec or be eligible for such a permit. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Candidates would benefit from a working knowledge of both official languages. Les candidat(es) tireront avantage d'une connaissance des deux langues officielles. Interested candidates should submit their curriculum vitae before 15 October 1999 to: Dr. Gilles Thériault, Professor and Chair, Joint Departments of Epidemiology and Biostatistics and Occupational Health, McGill University, 1020 Pine Avenue West, Montreal, Quebec H3A 1A2.

UNIVERSITY OF BRITISH COLUMBIA — Faculty of Medicine, Department of Health Care and Epidemiology. The British Columbia Centre for Disease Control Society (BCCDCS) together with the University of British Columbia (UBC) are seeking a Director, Epidemiology Services. The BCCDCS is housed in one of the best public health facilities in North America, and has four major units: Epidemiology Services, the Provincial Laboratory, Sexually Transmitted Diseases/HIV, and Tuberculosis Control. In close conjunction with the UBC Centre for Disease Control (UBCCDC), BCCDCS is the provincial centre of excellence in the surveillance, control and prevention of communicable diseases. In concert with the Provincial Health Officer, Epidemiology Services attends to the needs of the Regional Health Authorities, Ministry of Health and Federal/Provincial initiatives. The position involves leadership in communicable disease policy development, intervention planning and evaluation of program/service delivery. The Director co-ordinates and facilitates the technical, clinical and scientific activities within Epidemiology Services. Key attributes required for this position include: vision, team-building skills and administrative skills, particularly as related to public health and communicable diseases, and excellent communication skills. In addition, along with other directors at BCCDCS, the Director of the UBCCDC, and the Chief Operating Officer of BCCDCS, this individual will aid in the overall direction of service and academic roles of BCCDCS and UBCCDC. As a full time faculty member in the Department of Health Care and Epidemiology, the successful candidate is expected to participate in the teaching programs (including graduate student and resident supervision), administrative tasks (including committee work) and research. Specific teaching activities will be mutually agreed upon by the Department, the successful candidate and BCCDCS. Candidates must have demonstrated success in a senior public health position at a regional, provincial or federal level. It is essential that the person have considerable past experience in communicable disease control and that they have a strong track record of leading the planning and implementation of major public health interventions, responding to communicable disease crises (such as large outbreaks), and consistently providing sound advice on communicable disease control at all levels. The academic profile should demonstrate a track record of success in public health related research and educational endeavours. Although candidates ideally should have a FRCPC in Community Medicine, consideration may be given to individuals with a FRCPC in a relevant discipline and/or a post graduate degree in Epidemiology and Public Health with sufficient accompanying experience. The successful applicant would be eligible for a full-time grant tenure-track appointment at the rank of Associate Professor or Professor at UBC in the Department of Health Care and Epidemiology, and would be a member of UBCCDC. Salary will be commensurate with qualifications and experience. The position is currently vacant and the start date, anticipated to be the Fall of 1999, is to be negotiated. In accordance with Canadian Employment and Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC and its affiliates hire on the basis of merit and are committed to employment equity. All qualified applicants are encouraged to apply. Letters of application and the names of three referees should be submitted with a current curriculum vitae by September 30, 1999 to: Dr. Sam Shoe, Chair, Search Committee, Professor and Head, UBC Department of Health Care and Epidemiology, Mather Building 5804 Fairview Avenue, Vancouver, BC V6T 1Z3.

ERGONOMICS/HUMAN FACTORS

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor or Associate Professor, in the field of ergonomics/human factors. We are searching for expertise to extend our program in new directions. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. Candidates should have demonstrated research and teaching ability. The candidate must have a Ph.D. with research training in ergonomics/human factors or a cognate discipline. Consulting experience and eligibility for full member classification in the Human Factors Association of Canada/Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics is desirable. Duties will include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada in conjunction with the Department of System Design Engineering and other Departments on campus. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The Department offers B.Sc., M.Sc. and Ph.D. degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Arend Bonen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-6776 or E-mail: abonen@healthy.uwaterloo.ca. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

EURASIA & EASTERN EUROPE

CIVIC EDUCATION PROJECT — CEP, a voluntary educational organization dedicated to higher education reform in Eurasia and Eastern Europe, is now accepting applications for the Visiting Lecturer program for 2000-01. Lecturers teach social science courses in English and collaborate with local colleagues on curriculum development and outreach projects. Lecturers receive housing, stipend, airfare, and western health insurance. Contact: Civic Education Project, 1140 Chapel Street Suite 2A, New Haven, CT 06511, Tel: (203) 781-0263, Fax: (203) 781-0265, cep@cep.yale.edu, http://www.cep.yale.edu Deadline: February 15, 2000

FAMILY MEDICINE

THE UNIVERSITY OF MANITOBA — Department of Family Medicine, Faculty of Medicine at the University of Manitoba and the Family Medicine Program of the Winnipeg Hospital Authority invites applications for a contingent, geographical full-time physician. The position is based at Kildonan Medical Centre, the residency

ST. FRANCIS XAVIER UNIVERSITY
ANTIGONISH NOVA SCOTIA CANADA

Invites applications for the position of

Dean, Faculty of Arts

St. Francis Xavier University is a primarily undergraduate institution, located in Antigonish, Nova Scotia, a community noted for the excellence of its cultural and recreational facilities, the friendliness of its people, and the beauty of its surroundings. StFX has 3,600 full-time and 1,000 part-time students in two divisions, the Faculty of Arts and the Faculty of Science. The Faculty of Arts, with more than 2,000 full-time students, 120 faculty members, 15 departments, and 3 interdisciplinary programs, offers degrees in Bachelar of Arts, Bachelor of Business Administration, Bachelor of Informatian Systems, Bachelor of Education, Bachelor of Music, and Master of Education. StFX emphasizes both teaching and research. The university is characterized by a concern for social justice, service to the community, in Canada and abroad, and over 140 years of Catholic heritage and tradition. For mare information, visit our website at www.stfx.ca.

The position of Dean of Arts requires strong leadership and administrative skills. We seek an individual who is willing to think creatively and work with other senior administrators and faculty members to encourage innovation and excellence in teaching and research. The successful candidate will be responsible far the university's social science, humanities, and professional programs, will shaw initiative in recruiting new faculty, and will serve on the Senior Administrative Committee. The narmal term af appaintment is six years and is renewable. The appointment will take effect on July 1, 2000.

An application, accompanied by a curriculum vitae and the names af three referees, may be sent by **October 30, 1999** to:

Dr. Sean Riley, President • St. Francis Xavier University
PO Box 5000 • Antigonish • Nova Scotia • Canada • B2G 2W5

www.stfx.ca

St. Francis Xavier University is an equal opportunity employer.

DEAN OF THE FACULTY OF ARTS

The University of British Columbia welcomes applications and nominations for the position of Dean of the Faculty of Arts. UBC, a publicly-supported university comprising twelve faculties, ten schools and numerous centres and institutes, ranks as one of Canada's internationally renowned centres of research and learning.

The Faculty of Arts includes more than 400 full-time faculty members in 15 departments and four schools covering the Humanities, Social Sciences, Creative and Performing Arts, Journalism, Music and the professional fields of Library, Archival and Information Studies, and Social Work and Family Studies. Programs of study at the bachelor's, master's and PhD levels are offered to over 10,000 students. The operating budget is $43 million.

As a member of the University's senior administration, the Dean will provide dynamic leadership to maintain and enhance the strengths of the Arts Faculty, and ensure strong, productive relationships with other faculties, government, and public and professional constituencies.

In addition to having an internationally recognized research record in one of the disciplines represented in the Faculty, the incumbent will be an excellent teacher, have a proven record of administrative leadership, and possess a commitment to ensure that the Faculty's programs are of the highest calibre. Candidates must be eligible for appointment to the academic rank of Professor. The appointment is for a term of six years and is renewable.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applications and nominations will be received until **October 15, 1999** or beyond that date until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications and nominations should be forwarded in confidence to the **Provost and Chair, Dean of Arts Search Committee, UBC, 6328 Memorial Road, Vancouver, BC V6T 1Z2.**

Visit UBC's Faculty of Arts at http://www.arts.ubc.ca

JUNIOR RESEARCH CHAIR MATHEMATICS & STATISTICS

http://www.math.unb.ca/

The Department of Mathematics and Statistics invites applications for a tenure track appointment to a Junior Research Chair at the level of Assistant Professor, effective January 1, 2000. Candidates should have a PhD in statistics or a related discipline (e.g. econometrics or psychometrics) with a strong mathematical background, and an interest in applications of statistics to the social sciences. Knowledge of data base management issues, the application of multivariate statistical techniques (e.g. hierarchical linear models, structural equation modelling), and the use of item analysis procedures (e.g. factor analysis, IRT) would be an asset.

Initially the successful candidate will have a half-time teaching and research position in the Department of Mathematics and Statistics, and a half-time research position with the new Canadian Research Institute on Social Policy being formed at UNB.

Applicants should include full curriculum vitae and should ask three or more referees to send letters of reference to the address below. The names and addresses (including phone and fax numbers and email addresses) of the referees should be included in the application.

Applications should be sent to:

Dr. Jon Thompson, Chair
Department of Mathematics & Statistics
University of New Brunswick
P.O. Box 4400
Fredericton, NB E3B 5A3
E-mail: dept@math.unb.ca
Fax: 506-453-4705

The deadline for receipt of applications is **November 15, 1999.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

training unit at Seven Oaks General Hospital. Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba. At least three years of family practice experience, certification in family medicine from the College of Family Physicians of Canada, willingness to do obstetrics and willingness to develop research skills are desirable. The successful applicant will be involved in the training of family practice residents, medical students and other health professionals. Salary and rank will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position will be available January 1, 2000. Closing date for applications is September 30, 1999. Applications accompanied by a curriculum vitae and names of three referees should be submitted to Dr. Peter Kirk, Professor and Head, Department of Family Medicine, E6003-409 Tache Avenue, Winnipeg, Manitoba, R2H 2A6. Telephone (204) 237-2297, Fax (204) 231-0302.

THE UNIVERSITY OF MANITOBA — The Department of Family Medicine, St. Boniface General Hospital, invites applications for the position of Research Associate. It is expected that the candidate will fill this position on a .8 to full time EFT. Primary responsibility of the Research Associate is to facilitate the development and conduct of Family Medicine Research in collaboration with the Research Director, Department of Family Medicine. It is expected that the candidate will hold a Masters Degree in Community Health Sciences, the Social Sciences or Nursing. Experience in organizing and directing research projects, the ability to work independently and also as a team member, the ability to interact with physicians, faculty and staff and experience and expertise with computers with data analysis both quantitative and qualitative and strong methodological and communication skills are required. Salary range will be commensurate with experience and qualifications. The Department of Family Medicine, St. Boniface General Hospital encourages applications from qualified men and women including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications accompanied by a curriculum vitae and names of three references should be submitted to Dr. Peter Kirk, Professor and Head, Department of Family Medicine, Room E6003-409 Tache Avenue, Winnipeg, Manitoba R2H 2A6, or by Fax to (204) 231-0302.

FINANCE & MANAGEMENT SCIENCE

UNIVERSITY OF ALBERTA — Department of Financa and Management Science. The University of Alberta, Faculty of Business invites applications for a full-time continuing position in Management Science at the assistant professor level, effective July 1, 2000. The position is subject to funding. A PhD or equivalent is required, or candidates should be at completion stage of their degree. Salary depends upon qualifications. Candidates should have a strong quantitative background that spans the methodologies of optimization, stochastic modeling and statistics, and should be interested in pursuing research and teaching in management science broadly defined. Simulation, heuristic methods, multicriteria decision making, or operations in the service sector are of particular interest. A demonstrated potential for high quality research and teaching is required, and ability to interact with the business community is important. The department offers courses in operations management, modeling and statistics at the undergraduate, MBA and PhD levels. The competition will remain open until the position is filled. Send applications (including curriculum vitae and the names of three referees who have been asked to send confidential letters of assessment) to Prem Talwar, Chair, Department of Finance and Management Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Telephone: (780) 492-2457; Fax: (780) 492-9924; E-mail: prem.talwar@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Finance and Management Science The University of Alberta, Faculty of Business invites applications for a tenure-track position in Finance (rank open; position subject to funding). Anticipated start date is July 1, 2000. A PhD or equivalent is required, or candidates should be at completion stage of their degree. The competition will remain open until the position is filled. We require a strong interest in research and the ability to teach at undergraduate, MBA and PhD levels. Experience is not necessary, but experienced candidates should show research achievements and well-established teaching records. Proficiency in English is required. Salary is commensurate with qualifications and competitive with other Canadian institutions. Send applications (including curriculum vitae and the names of three referees who have been asked to send confidential letters of assessment) to Prem Talwar, Chair, Department of Finance and Management Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Telephone: (780) 492-2457; Fax: (780) 492-9924, E-mail: prem.talwar@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

FORESTRY

UNIVERSITY OF TORONTO — Faculty of Forestry. NSERC University Faculty Awards. The Faculty of Forestry, University of Toronto, invites applications from women scientists of outstanding achievement and demonstrated excellent research potential for nomination under the Natural Sciences and Engineering Research Council University Faculty Awards (UFA) programme. The Faculty will be pleased to receive applications from any substantive area of forest sciences, but particular priorities for the Faculty are: Conservation Biology, Wildlife and Forest Conservation; Tree Biology, Physiology, and Genetics. The Faculty intends to nominate an applicant, or applicants, in the next NSERC UFA competition, on November 1st, 1999. Letters of application, together with a curriculum vitae, three letters of reference and a descriptive statement on research plans and teaching, should be received by the Faculty as soon as possible, but in any case no later than September 30th, 1999. Short-listed candidates will be expected to submit a completed NSERC grant application prior to an interview. The successful candidate, or candidates, will be appointed to the position of Assistant Professor (tenure-stream) starting July 1st, 2000, conditional on receiving an NSERC University Faculty Award. The Faculty of Forestry is a graduate faculty which offers three programmes. The M.Sc.F. and PhD are research degree programmes, while the Master of Forest Conservation is an intensive 16 month programme with strong emphasis on field and practical work. The successful candidate will be expected to participate in all programmes. Members of the Faculty also normally participate in some undergraduate teaching in the Faculty of Arts and Science. Enquiries about the Faculty are welcomed, and further information can also be obtained from the Faculty web-site at http://www.forestry.utoronto.ca/ The University of Toronto encourages applications from members of minorities, aboriginal peoples and persons with disabilities. This NSERC award programme is restricted to women candidates, who must be citizens or permanent residents of Canada. Applications should be sent before September 30th to: Professor Rorke Bryan, Dean, Faculty of Forestry, University of Toronto, 33 Willcocks Street, Toronto, Ontario, M5S 3B3 or joanbunyan@utoronto.ca.

GEOGRAPHY

YORK UNIVERSITY — The Department of Geography invites applications for a full-time tenure-track position at the assistant professor or junior associate professor level to begin July 1, 2000 (subject to budgetary approval). The Department particularly invites applications in the field of Geographic Information Systems and Remote Sensing. They seek an individual who will develop a rigorous research program and is committed to high quality undergraduate and graduate education. The successful candidate will be expected to teach upper-level courses in remote sensing and image processing. A PhD is required at the time of appointment. Additional information about the Department can be obtained at (www.yorku.ca/dept/geography/home.htm). Candidates should send a curriculum vitae, a statement of research interests, selected publications, and arrange for three letters of reference to be sent to: Dr. A. Robert, Chair, Department of Geography, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is November 15, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY — Department of Geography. G.I.S. The Department of Geography at Simon Fraser University has a tenure track position available in Geographic Information Systems at the Assistant Professor level commencing on September 1, 2000. Applicants must have completed a PhD by time of appointment and demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. Candidates must be qualified to instruct in G.I.S. in the Department's Spatial Information Systems Certificate program. Ability to teach courses in Cartography, Spatial Analysis, or Remote Sensing would also be an asset. An application, including statement of interest, curriculum vitae and the names of three referees, should be sent to Dr. A. M. Gill, Chair, Department of Geography, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6 by December 1, 1999, but further applications will be considered until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The position is subject to budgetary approval.

SIMON FRASER UNIVERSITY — Department of Geography. Hydrologist. The Department of Geography at Simon Fraser University has a tenure track position available for a hydrologist at the Assistant Professor level commencing on September 1, 2000. Applicants must have completed a PhD by time of appointment and should demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. In addition to their area of speciality, the successful candidate will be expected to instruct in other courses in the physical geography program. An application, including statement of interest, curriculum vitae and the names of three referees, should be sent to Dr. A.M. Gill, Chair, Department of Geography, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6 by December 1, 1999, but further applications will be considered until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The position is subject to budgetary approval.

GERMANIC STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Germanic Studies is inviting applications for a position as tenure-track senior instructor in the area of Russian and Polish language, literature and culture. Teaching responsibilities will be at the undergraduate level. Applicants must have a Ph.D. in hand in the appropriate discipline, native or near-native fluency in Russian, Polish and English, and university-level teaching experience in Russian and Polish language teaching. Preference will be given to candidates with experience in computer-assisted language teaching. Deadline for applications is October 15, 1999 with the appointment effective January 1, 2000. Candidates should submit a curriculum vitae and the names and addresses of three referees to: Dr. Peter Petro, Dept. of Germanic Studies, University of British Columbia, Vancouver, B.C., V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GESTION

UNIVERSITÉ McGILL — Postes menant à la permanence, Comportement organisationnel et Gestion des ressources humaines. La faculté de gestion est à la recherche de candidat(es) pour des postes de professeur(e) titulaire/agrégé(e)/adjoint(e) donnant accès à la permanence dans les domaines du comportement organisationnel et de la gestion des ressources humaines débutant en juillet 2000. Le salaire est fonction des qualifications et de l'expérience de recherche du/de la candidat(e). La faculté de gestion de l'Université McGill offre des programmes de baccalauréat en commerce, de MBA et de Ph.D. Faites parvenir votre candidature ainsi que trois (3) lettres de références à : Professeur Mary Dean Lee, Coordinatrice, Comportement organisationnel et gestion des ressources humaines, Faculté de gestion, Université McGill, 1001 rue Sherbrooke ouest, Montreal, QC Canada H3A 1G5; Téléphone: (514) 398-4034, Télécopieur.(514) 398-3876. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO — The Department of Health Studies and Garontology, Faculty of Applied Health Sciences, University of Waterloo has available a senior level tenure-track position in gerontology and health. Examples of specialty areas may include psychogeratrics, public health, health services research or epidemiology. The department has close ties with the Kenneth G. Murray Alzheimer Research and Education Program and the Centre for Behavioural Re-

University of Alberta
Edmonton

Henry Marshall Tory Chair

The University of Alberta has a clear vision: to be indisputably recognized nationally and internationally as one of Canada's finest universities. The University plays an integral role in the educational, business, and cultural life of Alberta through the impact of its integrated mandate of teaching, research, and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 30,000 students are enrolled.

The University of Alberta invites nominations and applications for a Henry Marshall Tory Chair in any area of the Humanities, Fine Arts or Social Sciences, including Business, Law, Education, Library Science, Home Economics, and Physical Education. The Tory Chairs are intended for outstanding individuals who by their presence will enhance the reputation of the University and who can provide leadership and experience for the strengthening of teaching and research in specific disciplines.

Nominations or applications on behalf of, or from, distinguished individuals with international reputations interested in this Chair should be submitted by November 1, 1999 to:

Vice President (Academic) and Provost Office
The University of Alberta
Third Floor, University Hall
Edmonton, Alberta T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

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UNIVERSITY

Simon Reisman Chair in Trade Policy

The Norman Paterson School of International Affairs invites applications for the Simon Reisman Chair in Trade Policy. The successful candidate, appointed at full professor or senior associate professor, will have a distinguished record of publications and experience in the area of trade policy including Canadian trade policy. Professional experience in the area of trade policy is also desirable. The Chairholder will be expected to make a significant contribution to the teaching and research activities of the School as well as the Centre for Trade Policy and Law. The Norman Paterson School of International Affairs is an interdisciplinary graduate program offering an M.A. in the areas of conflict analysis, development studies and international political economy. The Chairholder will also be expected to contribute to the new Bachelor of Public Affairs and Policy Management to be launched by the Faculty of Public Affairs and Management in September 1999. Applications including statement of interest, *curriculum vitae*, and names of three referees, should be made by December 15, 1999 to:

Professor Maureen Appel Molot, Director
The Norman Paterson School of International Affairs
Carleton University
1125 Colonel By Drive
Ottawa, ON K1S 5B6

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

LIBRARIES 2000

The year 2000 conference will address some of the major issues confronting academic librarians & libraries in the new millennium.

Topics include:
- The Metamorphosis of Marian: The Mandate for the New Millennium
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Challenges for Academic Librarians & Libraries in the New Millennium

search and Program Evaluation (funded by the National Cancer Institute of Canada), both housed in the Faculty of Applied Health Sciences at the University of Waterloo. The successful applicant will have the opportunity to be part of a dynamic, multidisciplinary department. We have a strong history of attracting substantial research funding and building strategic linkages with all levels of government, NGO's as well as the national and international research community. Moreover, a diverse range of outstanding educational, cultural, recreational and business opportunities provide residents of Kitchener-Waterloo with an outstanding quality of life. We expect the appointment to occur by July 1, 2000. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The anticipated appointment is at the Full Professor level although other candidates with strong teaching and research experience will also be considered. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by November 30, 1999 to Dr. John Hirdes, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo has available a tenure-track position in the area of nutrition as a major determinant of health, quality of life and disease over the human lifespan. Appropriate disciplines may include community nutrition, nutritional epidemiology, public health nutrition, nutritional policy. The department has close ties with the Kenneth G Murray Alzheimer Research and Education Program and the Centre for Behavioural Research and Program Evaluation (funded by the National Cancer Institute of Canada), both housed in the Faculty of Applied Health Sciences at the University of Waterloo. The successful applicant will have the opportunity to be part of a dynamic, multidisciplinary department. We have a strong history of attracting substantial research funding and building strategic linkages with all levels of government, NGO's as well as the national and international research community. Moreover, a diverse range of outstanding educational, cultural, recreational and business opportunities provide residents of Kitchener-Waterloo with an outstanding quality of life. We expect the appointment to occur by July 1, 2000. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The anticipated appointment is at the Assistant to Associate Professor level. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by November 30, 1999 to Dr. Patricia Wainwright, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

HISTORY

THE UNIVERSITY OF GUELPH invites applications for a tenure-track position in early modern/modern Scottish history at the rank of Assistant Professor. A strong second teaching field (thematic and/or geographic) is required and completed PhD is desirable. The appointee will be expected to contribute to undergraduate and graduate teaching and to participate in the well-established Scottish Studies program. The ideal appointee will have demonstrated commitment to teaching and research excellence. As well, the ideal appointee will have an interest in new teaching technologies and commitment to liaison with community groups interested in Scottish studies. Applicants should send current curriculum vitae, e-mail address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Peter Goddard, Chair of Appointments Committee, Department of History, University of Guelph, Guelph, ON N1G 2W1 by 15 November 1999. (See: www.uoguelph.ca/history). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

SIMON FRASER UNIVERSITY — East Asian History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in East Asian History with, preferably, a research specialty in Chinese or Japanese history. The position will begin in September, 2000. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 26, 1999. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; FAX. (604) 291-5837.

UNIVERSITY OF TORONTO — History of the Caribbean. The Department of History, University of Toronto, invites applications for a tenure-track appointment at the rank of Assistant Professor in the field of Caribbean history, effective 1 July 2000. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research and publication. We seek candidates who have a broad grasp of the history of the Caribbean (including the lowland areas of Central and South America that border on the Caribbean Sea). Time period and sub-specialty are open but preference will be given to candidates who can conduct research in more than one language of the region and who have an interest in comparative and post-colonial approaches to Caribbean history. The appointee will be responsible for teaching undergraduate and graduate level courses in the field. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor Ron Pruessen, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Ontario, Canada, M5S 3G3. Applications will close on October 15, 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO at Mississauga, Erindale College and Department of History invite applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 2000. Ph.D. and demonstrated excellence in research and teaching required. Breadth and flexibility in teaching are particularly sought. Area of specialization: American history. The successful candidate will teach undergraduate courses at the Mississauga Campus and graduate courses at the St. George Campus. Salary commensurate with qualifications. Applications, including c.v., teaching dossier, publications, and at least three letters of reference, should be sent to Professor Ron Pruessen, Chair, Department of History, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, ON, L5L 1C6, Canada. Applications received after October 31, 1999 may be too late. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

DALHOUSIE UNIVERSITY — The Department of History invites applications for a probationary tenure track position in Modern European History at the rank of Assistant Professor. The position will commence 1 July 2000, subject to availability of funds. The successful candidate will teach 19th and 20th century European history, will participate in a European survey class as well as classes and seminars in European history, and may be involved in supervision of graduate fields and/or Masters theses. The preference is for a specialist in the history of Central Europe, post-1789, but other specialties will be considered. The successful candidate will have completed a Ph.D. and preferably have teaching experience and publications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons, and women. Please send a letter of application, curriculum vitae, university transcripts, sample publications, and three confidential letters of reference to: Dr. Norman Penner, Chair, European Search Committee, Department of History, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, FAX: 902-494-3349, e-mail: normanp@dal.ca. Closing date for applications is 15 November 1999.

DALHOUSIE UNIVERSITY — The Department of History invites applications for a probationary tenure track position in Modern American History at the rank of Assistant Professor. The position will commence 1 July 2000, subject to availability of funds. The successful candidate may be expected to participate in a North American survey class, as well as teach classes and seminars in 19th and 20th century American history, and may be involved in the supervision of graduate fields and/or Masters theses. The preference is for a specialist in 20th century American history. The successful candidate will have a Ph.D. a preferably teaching experience and publications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons, and women. Please send a letter of application, curriculum vitae, university transcripts, sample publications, and three confidential letters of reference to: Dr. Jack Crowley, Chair, American Search Committee, Department of History, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, FAX: 902-494-3343, e-mail: crowley@dal.ca. Closing date for applications is 15 November 1999.

HUMAN BIOLOGY & NUTRITIONAL SCIENCES

UNIVERSITY OF GUELPH — The Department of Human Biology and Nutritional Sciences at the University of Guelph invites applications for a tenure-track position at the Assistant Professor level in the area of Endocrinology. Applicants should have a PhD or equivalent with post-doctoral experience being an asset. The successful candidate's responsibilities will include effective undergraduate teaching, advising on undergraduate projects and graduate theses, and the development of an externally funded research program investigating the hormonal regulation of metabolism. The Department of Human Biology

Vice-President (Research) University of Guelph

UNIVERSITY of GUELPH

The University of Guelph invites nominations and applications for the position of Vice-President (Research), which will be filled effective July 1, 2000.

Located in Guelph, Ontario, the University of Guelph has achieved prominence as a research-intensive and learner-centred university with over 14,000 undergraduate and graduate students. Guelph's academic units include the College of Arts, the College of Biological Science, the College of Physical and Engineering Science, the College of Social and Applied Human Sciences, the Ontario Agricultural College, and the Ontario Veterinary College. The University has special responsibilities in Ontario for agri-food and veterinary medicine. With 640 full-time faculty and 1,900 full-time staff, Guelph's annual operating budget totals approximately $225 million. This includes more than $80 million in research funding, making the University of Guelph Canada's third most research-intensive university.

Reporting to the President, the Vice-President (Research) provides strategic and operational leadership for the full range of research, scholarship and creative work at the University. The incumbent establishes and maintains effective liaison with external funding agencies, business, industry, and government, and serves as an articulate advocate for the University's research and development activities across all academic disciplines. The Vice-President (Research) has special responsibilities for the maintenance and development of the University's enhanced partnerships with the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA). The current Vice-President (Research) will step down in June 2000 after completing two terms of office.

Candidates for Vice-President (Research) require an outstanding record of scholarship and demonstrated academic leadership, an entrepreneurial spirit, and a firm grasp of the financial, legal, and ethical issues involved in contract research, technology transfer, and the commercialization of the products of research.

Nominations and applications, including the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. Therefore, applications are particularly encouraged from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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Provost and Vice-President (Academic) University of Guelph

UNIVERSITY of GUELPH

The University of Guelph invites nominations and applications for the position of Provost and Vice-President (Academic), which will be filled effective July 1, 2000.

Located in Guelph, Ontario, the University of Guelph has achieved prominence as a research-intensive and learner-centred university with over 14,000 undergraduate and graduate students. Guelph's academic units include the College of Arts, the College of Biological Science, the College of Physical and Engineering Science, the College of Social and Applied Human Sciences, the Ontario Agricultural College, and the Ontario Veterinary College. It has special responsibilities in Ontario for agri-food and veterinary medicine. With 640 full-time faculty and 1,900 full-time staff, Guelph's annual operating budget totals approximately $225 million. This includes more than $80 million in research funding, making Guelph Canada's third most research-intensive university.

Reporting to the President, the Provost and Vice-President (Academic) is the chief academic officer of the institution and the principal advisor to the President on all academic affairs, serving as Acting President in the President's absence. The Provost is responsible for academic planning and for advancing teaching, graduate studies, faculty development, international programs, student affairs and academic support services at the University. Reporting to the Provost are two Associate Vice-Presidents (Academic and Student Affairs), seven Deans, the Chief Librarian, the officers responsible for Computing and Communications Services, the Centre for International Programs, and the Senate Office. The position will become available at the conclusion of the term of the current Provost, who is returning to active scholarship in June 2000.

Candidates for Provost must have a distinguished academic record in teaching and research and, in addition, administrative experience at a senior level in a university setting.

Nominations and applications, including the qualifications and accomplishments on the basis of which the candidate merits consideration should be submitted in confidence to the address shown below.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. Therefore, applications are particularly encouraged from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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Musicology

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a modern, internationally-focused university that builds a spirit of discovery and inquiry while delivering a dynamic life and learning experience.

The **Department of Music** invites applications for a tenure-track position in musicology or ethnomusicology to begin in July 2000. The appointment will be made at the Assistant Professor rank. We are looking for a dynamic teacher and scholar of exceptional promise with both the background and desire to explore new initiatives in teaching and research. The applicant must have the PhD in hand by July 2000.

The candidate will be expected to perform a wide range of duties, including the teaching of survey and specialized courses for music majors, supervision and teaching of graduate students at the MA, MMus and doctoral levels, and the development of new courses for non-majors.

Additional desirable qualifications might include an active interest in performance, the ability to develop and sustain interdisciplinary courses, an ability to direct an early music, new music or world music ensemble, an interest in critical theory and the role of music in contemporary culture.

The closing date is November 15, 1999. Interested applicants are requested to send a detailed Curriculum Vitae and arrange to have three letters of recommendation sent to: **Prof. Malcolm V. Edwards**, Chair, Musicology Search Committee, Department of Music, University of Calgary, 2500 University Dr. NW, Calgary, AB T2N 1N4

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

and Nutritional Sciences offers undergraduate BSc majors in Bio-Medical Science, Human Kinetics, and Nutritional Sciences that have a total enrolment of 600 students. The Department presently offers the MSc and PhD degrees and is firmly committed to graduate education. Applications for this position should include a curriculum vitae, 2 representative publications, documentation of teaching abilities, and the names of 3 referees. Applications will be accepted until the position is filled. Electronic versions of application materials may be submitted on 3.5" diskette (IBM) in WordPerfect or e-mail to: awilliams@aps.uoguelph.ca. Applications or requests for further information should be sent to: Chair of the Search Committee, Department of Human Biology and Nutritional Sciences, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax: 519-763-5902. Review of applications will commence 99-10-31. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

UNIVERSITY OF GUELPH — The Department of Human Biology and Nutritional Sciences at the University of Guelph invites applications for a tenure-track position at the Assistant Professor level in the area of Physiology. Applicants should have a PhD or equivalent with postdoctoral experience being an asset. The successful candidate's responsibilities will include effective undergraduate teaching in physiology, advising on undergraduate projects and graduate theses, and the development of an externally funded research program on cardiovascular and/or contractile cell function. The Department of Human Biology and Nutritional Sciences offers undergraduate BSc majors in Bio-Medical Science, Human Kinetics, and Nutritional Sciences that have a total enrolment of 600 students. The Department presently offers the MSc and PhD degrees and is firmly committed to graduate education. Applications for this position should include a curriculum vitae, 2 representatives publications, documentation of teaching abilities, and the names of 3 referees. Applications will be accepted until the position is filled. Electronic versions of application materials may be submitted on 3.5" diskette (IBM) in WordPerfect or e-mail to: awilliams@aps.uoguelph.ca. Applications or requests for further information should be sent to: Chair of the Search Committee, Department of Human Biology and Nutritional Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1, FAX: 519-763-5902. Review of applications will commence 99-10-31. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

HUMANITIES

SIMON FRASER UNIVERSITY — The Department of Humanities at Simon Fraser University invites applications for a tenure track appointment in classical civilization and culture, with a preference for someone with a research specialization in Latin literature, language, and civilization. The Humanities Department is an interdisciplinary department of 35 faculty members who teach a wide variety of courses in the areas of classical, medieval, and modern culture, art, literature, language, religion, and Asian Studies. The Department offers courses in Classical Mythology, introductory Greek and Latin, and upper level courses in the Golden Age of Greece and the Latin Humanist Tradition, most of which applicants should be able to teach. Preferred qualifications include a completed PhD, publications, and teaching experience. The successful applicant will teach the Department's undergraduate courses in the area of classical civilization and will be expected to develop a strong research programme in her or his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. The position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is September 30, 1999. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to Dr. Stephen Duguid, Chair, Department of Humanities, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6; Fax 604-291-4989.

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track appointment at the Assistant or Associate Professor level, in Information Systems, commencing between January 1 and September 1, 2000. We are seeking someone with a Ph.D., who is capable of teaching and graduate student supervision in the area of technical information systems — in particular, database management, and systems analysis and design. The applicant's research interests should be compatible with those of the present faculty, which range from behavioural information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://mansci2.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before December 15, 1999, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca; fax: 519-746-7252).

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — The Section of Respirology, Department of Internal Medicine, University of Manitoba, and the Winnipeg Hospital Authority Medicine Program invite applications for the position of a respirologist based at Health Sciences Centre. This will be a geographical full-time, contingent position commencing November 15, 1999, or sooner. The Respiratory Section and the Faculty of Medicine at the University of Manitoba have initiated the development of an Asthma/COPD Research Centre with the mandate to establish a state of the art multidisciplinary core laboratory. The interested candidate must have expertise in investigating molecular, cellular and physiological mechanisms of asthma, COPD or related diseases. The position will involve approximately 75% protected research time. The remainder will include clinical responsibilities as well as participation in the Section's undergraduate and postgraduate teaching programs. Candidates must have senior specialty qualifications in Respirology in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Respirology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary and rank will be commensurate with experience and academic qualifications. Applications, accompanied by a curriculum vitae and a list of publications, and the names of three references, should be sent to: Dr. S. Mink, Head, Section of Respirology, GF221, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, Canada, R3A 1R9. Fax: 204-787-1932. Closing date for receipt of applications is September 30, 1999.

UNIVERSITY OF MANITOBA — The Department of Internal Medicine, University of Manitoba, and the Winnipeg Hospital Authority Medicine Program invite applications for the position of a clinician scientist to direct the newly established Centre for Research and Treatment of Atherosclerosis based at the Health Sciences Centre. The successful candidate will also have an adjunct appointment in the Department of Biochemistry and Medical Genetics. This will be a geographical full-time, contingent position at the rank of Assistant Professor commencing January 1, 2000, or as soon as possible thereafter. Opportunities for clinical activities appropriate to specialty will exist but protected research time will minimize dependence on this source of income. The position involves teaching to both undergraduate and postgraduate medical education at faculty, departmental and sectional levels, in addition to community education programs. Candidates must have senior specialty qualifications in Cardiology, Endocrinology or any appropriate subspecialty in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification by the Royal College of Physicians and Surgeons of Canada is preferred. In addition, the applicant will be a trained researcher in a relevant field and expected to conduct independent research. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with experience and academic qualifications. Application, accompanied by a curriculum vitae, three letters of reference, and a list of publications, should be sent to: Dr. D. Mymin, Section of Cardiology, Room GF328, Health Science Centre, 820 Sherbrook Street, Winnipeg, Manitoba, Canada, R3A 1R9. Closing date for receipt of applications is September 30, 1999.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY — School of International Affairs. Subject to budgetary approval, the Norman Paterson School of International Affairs invites applications for a tenure-track appointment, at the rank of Assistant Professor, in International Affairs. The position is in the field of International Political Economy preferably with expertise in the political science dimension of International Political Economy. Some expertise in development studies, and in Latin American studies, is also desirable. The successful candidate will be expected to teach and otherwise contribute to the International Political Economy and Development Studies streams in the School. The candidate must have completed a PhD at the time of the appointment and demonstrate an ability to teach and supervise at the graduate level. The Norman Paterson School of International Affairs is an interdisciplinary graduate program offering an M.A. in the

Vice-Principal, Operations and Finance
Queen's University

Queen's University invites applications and naminations far the pasition af Vice-Principal, Operations and Finance.

The University is located in the histaric city af Kingstan, Ontaria, and has an enralment af 13,000 full-time and 4,000 part-time students, with appraximately 1,000 faculty and 2,000 staff. Further infarmation abaut Queen's University may be found at http://www.queensu.ca

The Vice-Principal, Operatians and Finance reparts ta the Principal and is respansible far a broad range af nan-academic services in the University. The Vice-Principal will pravide leadership ta the administrative heads wha are respansible far human resaurces, security, internal audit, physical resources, financial services, and risk management services, and may, in additian, have responsibility for academic labaur relations. In additian, the Vice-Principal, Operatians and Finance will maintain effective relatianships with appropriate Ministry officials and, as a member af the Principal's team, be expected ta cantribute to problem solving and resolutian of a wide range af University planning and policy development in areas nat strictly included in this partfalia.

The successful candidate will be a team player and must possess exceptional interpersanal and communicatians skills, a talent far administratian, human resources management, and financial planning in a camplex arganizatian. The capacity ta interact effectively with the Board af Trustees, and unianized and nan-unianized staff, is essential. Outstanding leadership skills, cambined with respect for decision-making through consultation and consensus-building, are alsa required. Integrity, knawledge af equity issues, and a combinatian af educatian, experience and achievements that will cammand respect within the University, are essential. The successful candidate must have an appreciatian far the teaching and research missian af the University.

In accardance with Canadian Immigration requirements, this advertisement is directed ta Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications fram all qualified wamen and men, including visible minarities, aboriginal peoples, persans with disabilities, gay men and lesbians.

Written naminatians ar applications far the pasition should be directed to Mr. Jim Lundy, at the address shawn at left.

LANDMARK Consulting Group

A division of The Enns Partners Inc.

70 University Ave
P.O. Box 14
Toronto CANADA
M5J 2M4
Fax: 416-598-4328

Simon Fraser University
Assistant Professor
School of Kinesiology

The School of Kinesiology at Simon Fraser University seeks a junior scientist to fill a tenure-track position at the level of Assistant Professor. The successful candidate will be expected to establish an independent, externally funded research program. We seek to appoint a person with expertise in **Musculoskeletal** or **Cardiac Rehabilitation**.

In all cases there is an expectation that the successful applicant will teach courses in rehabilitation and that new courses will be developed at the undergraduate and graduate level by the successful applicant.

Simon Fraser University is renowned for the high quality of its programs. Tenure-track appointments are for an initial probationary period of five years and include an excellent benefits package, a mortgage assistance package and a generous moving allowance.

The School of Kinesiology has the mission to study human structure and function and their relation to health and movement. Its 20 faculty members and 5 laboratory instructors cover a wide range of disciplines and teach approximately 500 students enrolled in the B.Sc. program in Kinesiology and 50 graduate students enrolled in M.Sc. or Ph.D. programs. Details may be found at http://fas.sfu.ca/kin

The intended start date is as soon as possible. Priority will be given to applications received by **September 30, 1999,** but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, three publications that you consider most important, a cover letter outlining your anticipated research directions and your philosophy and commitment to teaching, and, please arrange for 3 letters of reference to be sent to: **J. Dickinson, Ph.D., Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada.**

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Preference will be given to Canadians and permanent residents, but non-Canadians are encouraged to apply. All appointments are subject to budgetary authorization.

Dean, Faculty of Business Administration
University of Windsor

UNIVERSITY OF WINDSOR

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers the "degree that works", an innovative and student-focused approach which prepares its graduates for the challenges of tomorrow. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students. Information about the University of Windsor and its programs may be found at: http://www.uwindsor.ca

The University of Windsor invites applications for the position of Dean, Faculty of Business Administration.

The Faculty of Business Administration offers Bachelors degrees in Commerce and Business, and a Master of Business Administration degree, with cooperative education options. There is also an extensive distance education program. The Faculty consists of 1317 students, 75 full-time and 71 part-time graduate students, 42 full-time faculty, and 22 sessional instructors.

The successful candidate will have a demonstrated capacity to provide dynamic administrative leadership in an academic context. The Dean is expected to lead the Faculty through focused development of quality programs in addition to developing and sustaining quality relations with students and the business community.

Applicants should have an understanding of the academic environment and the ability and motivation to build the stature of the Faculty in both teaching and research. A record of achievement consistent with a tenured faculty appointment is expected.

The initial appointment is for five years and is renewable for a second term. Written nominations or applications for the position, accompanied in the latter case by a letter of application, a full curriculum vitæ, and the names of three referees should be submitted to the address shown below. To ensure consideration, applications and nominations should be received by October 15, 1999. The search will continue until the position is filled.

A complete position description and additional information about the Faculty of Business Administration are available at: http://www.uwindsor.ca/faculty/busad/positions.html

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

DALHOUSIE UNIVERSITY
Tenure Track Position in Adult Nursing

Applications are invited for a full-time probationary tenure track position in the School of Nursing in the area of Adult Care commencing August 1, 2000.

The Dalhousie University School of Nursing is part of the Faculty of Health Professions whose mission is to show leadership in diverse and critical scholarship, education and action to effect social change for health. The School of Nursing offers programs leading to a Bachelor of Science in Nursing for both basic and post diploma students, and a Nurse Practitioner Program. The Master of Nursing Program offers thesis, non-thesis, and advanced practice options. In addition, the School offers a joint graduate program in Nursing/Health Service Administration. Programs are offered on site and through distance learning technology, and are congruent with the philosophy of adult education.

The successful candidate's primary responsibilities include teaching undergraduate and/or graduate level courses including clinical teaching in medical/surgical settings, developing a program of on-going research, and participating on master theses committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The opportunity to negotiate a joint appointment with an appropriate health care agency is also available.

Requirements for this position are: a masters degree in nursing plus a doctoral degree or a doctoral degree in progress, recent practice expertise in adult nursing; teaching effectiveness; evidence of an active or developing research and publication program; eligibility for registration with the Registered Nursing Association of Nova Scotia, and the ability to work collaboratively. Familiarity with diverse research methodologies and experience in distance education are assets.

Halifax is a small, historic and culturally active city located in a province with substantial lifestyle advantages such as music, theater, festivals, ocean beaches, hiking, camping, and whale watching.

Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, a copy of their current provincial nursing association registration and the name, address and phone number of three referees, to **Paulette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5**, fax (902) 494-3487, e-mail: paulette.dunn@dal.ca

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

Application Deadline: **December 1, 1999**

Director, Centre for Continuing Education

Concordia University is seeking a dynamic individual who can collaborate with and simultaneously lead a group of professionals to achieve outstanding results within a multi-faceted division of a university as it prepares to meet the challenges of the new millennium.

As Director of the Centre for Continuing Education you are committed to excellence in education. You are also entrepreneurial and innovative, forward thinking in operational methods, and possess solid management skills. You will oversee strategic planning and development of non-credit academic and professional programs and courses within the Centre's several departments and institutes, develop and implement growth strategies which include forming partnerships and establishing new working relationships throughout the University, within the business community, and the community at large. You are committed to capturing opportunities to secure profitable growth and to broaden the Centre's reach within local and international markets. You are up-to-date on developments in informational technology as it relates to curriculum development, program delivery, and office systems management. Appropriate educational qualifications as well as functional bilingualism are required for this position.

This is a five (5) year contract position and is renewable. (The incumbent is not standing for re-appointment). Start date for the position is January 2000 or soon thereafter as the successful candidate can take up the position.

Interested applicants should forward a covering letter, along with a copy of their resume by **October 15, 1999** to:

Ms. Valérie Gagnon, Executive Director, Department of Human Resources and Employee Relations, 1455 de Maisonneuve Blvd West, Room: 503-3, Montréal, Québec, H3G 1M8 or by Fax at: (514) 848-2844 or via e-mail: vgagnon@alcor.concordia.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

Concordia UNIVERSITY

Real education for the real world
www.concordia.ca

areas of Conflict Analysis, Development Studies and International Political Economy. Applications, including a curriculum vitae and the names of at least three referees, should be made by October 31, 1999 to: Professor Maureen Appel Molot, Director, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

INTERNATIONAL BUSINESS

UNIVERSITY OF ALBERTA — The Faculty of Business of the University of Alberta has an opening for a tenure-track position in International Business—rank open. The Faculty of Business wishes to recruit a candidate whose teaching and research interests address any aspect of International Business. International Business constitutes a significant and growing component of the Faculty's Undergraduate, MBA, and Ph.D. programs. The Centre for International Business Studies can provide funding for international research projects. Interested candidates should have, or be close to completing a Ph.D. in an appropriate field of study. Salary will commensurate with experience. Applications should be forwarded to Dr. Richard D. Johnson, Acting Chair, Department of Marketing, Business Economics and Law, Faculty of Business, University of Alberta, Edmonton, Alberta T6G 2R6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ISLAMIC STUDIES

MCGILL UNIVERSITY — The Institutes of Islamic Studies at McGill University invites applications for a tenure-track position of Assistant Professor in Arabic Language and Literature with competence in Qur'anic Studies to begin as of September 1, 2000. Applicants must have a PhD and show promise of excellence in scholarly research and teaching. The appointee will teach graduate research seminars and graduate and undergraduate courses, including Arabic language, as well as supervise graduate theses. The salary is negotiable depending on qualifications and experience. Applicants should send their curriculum vitae, and arrange for three letters of reference to be sent, before 31 October 1999 to: Dr. A. Uner Turgay, Director, Institute of Islamic Studies, McGill University, 3485 McTavish Street, Montreal, Quebec, Canada H3A 1Y1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

JEWISH STUDIES

UNIVERSITY OF WATERLOO — The Faculty of Arts at the University of Waterloo invites applications for a tenure-track Assistant Professor position in Jewish Studies. The anticipated start date is July 1, 2000. The successful candidate will have a PhD in Jewish Studies and an excellent scholarship and teaching record. Duties will include teaching at the undergraduate level and the development and promotion of the Jewish Studies program at the university as well as in the larger community. Applications accompanied by a curriculum vitae and the names and addresses of three references should be sent by December 31, 1999, to Dr. Paul Socken, Chair, Dean's Advisory Committee on Jewish Studies, Modern Languages Building, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. Fax 519 725-0554. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

KINESIOLOGY

UNIVERSITY OF WINDSOR — Kinesiology The University of Windsor invites applications for a tenure-track position in Sport Management commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/faculty positions> Dr. J. Weese, Director, School of Human Kinetics, University of Windsor, Windsor, ON, N9B 3P4. Phone (519)253-3000, ext. 2432; Fax (519)973-7056; e-mail jweese@uwindsor.ca

UNIVERSITY OF WATERLOO — The Department of Kinesiology seeks an outstanding teacher/researcher for a tenure-track position at the level of Assistant Professor who first and foremost presents a strong background in integrative physiology of exercise and/or the work place. This individual is expected to show additional post-doctoral training in the tools of modern mechanistic physiology including molecular techniques or pharmacodynamics that will allow for development of a strong integrative research program. The successful candidate will show the ability to integrate with existing faculty expertise in the areas of cardiorespiratory, skeletal muscle and metabolic physiology. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Salary is commensurate with qualification and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research through the recently developed Applied Health Sciences Research Clinic. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collated research are encouraged to apply. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The department offers BSc, Msc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of referenties, and a curriculum vitae to Dr. Acend Bonen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519 746-6376 or E-mail: abonen@healthy.uwaterloo.ca Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

LAW

YORK UNIVERSITY — Osgoode Hall Law School of York University is engaged in a multi-year initiative to renew and expand its faculty. Ten new faculty members have been appointed in the last three years. Over the next three years, Osgoode intends to appoint nine more tenure-stream faculty members, mainly at entry-level but also at mid-career. Detailed information about the recruitment priorities for 1999/00, and the number and rank of appointments projected for this year, will be available from October 7, 1999 on the Osgoode Hall Law School web-site (http://www.yorku.ca/osgoode/recruit) and from Valerie Holder, Secretary of the Faculty Recruitment Advisory Committee, at <vholder@yorku.ca> or (416) 736-5583. Individuals with exceptional records of academic accomplishment whose areas of expertise may not fit the program's priorities will also be considered. Osgoode Hall Law School has recently tended to appoint candidates who have doctoral degrees or doctoral studies in progress, but is willing to consider candidates who have completed or are completing LL.M. programmes or have equivalent credentials. Eligible candidates must possess a superior academic record and strong potential for, or a demonstrated record of, excellence in research, teaching, graduate supervision and contribution to the academic life and governance of the Law School and the University. Osgoode Hall Law School is committed to equality and diversity, and welcomes applications from qualified women and men, Aboriginal Canadians, members of visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested individuals should send an application which identifies their research and teaching interests, together with a curriculum vitae, copies of transcripts, and the names, addresses and fax number of three academic referees, to be received as soon as possible, and in any event no later than Friday, October 29, 1999, to: Valerie Holder, Secretary of the Faculty Recruitment Advisory Committee, Osgoode Hall Law School of York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Fax: (416) 736-5251.

UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Law at the University of British Columbia invites applications for a full time tenure track position, commencing July 1, 2000. The Faculty welcomes applications from candidates in all areas of legal studies who demonstrate strong scholarly abilities. Preference will be given to candidates whose primary research and teaching interests include the corporate and/or commercial areas of law. The position will be filled at the rank of Assistant Professor at a salary commensurate with that rank and with the candidate's qualifications and experience. Appointment at a more senior rank may be considered for a member of a designated equity group with exceptional qualifications. Applications and curriculum vitae for the position, together with the names of three referees, should be forwarded as soon as possible, or by November 15, 1999, to Professor Robin Elliot, Secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Z1, Fax (604) 822-8108, Ph. (604) 822-4232, e-mail elliot@law.ubc.ca. This position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Law at the University of British Columbia invites applications for a Director of First Nations Legal Studies, commencing July 1, 2000. For many years the Faculty of Law has attracted significant numbers of First Nations students, with close to fifty students currently enrolled in the LL.B. and graduate programs. The Director will have academic and teaching responsibilities in the Faculty, as well as responsibilities for the development of First Nations academic programs and curriculum in the Faculty. The Director will also be involved in liaison and program development with First Nations communities and organizations outside the University, as well as recruitment and support of First Nations students. Candidates should be qualified to teach and do research in legal issues relating to First Nations. Experience with First Nations communities, organizations and issues, as well as knowledge and understanding of First Nations cultures, are also important. Preference will be given to First Nations candidates. The position will be filled at the rank of Assistant Professor at a salary commensurate with that rank and with the candidate's qualifications and experience. Appointment at a more senior rank may be considered for a member of a designated equity group with exceptional qualifications. Applications and curricula vitae for the position, together with the names of three referees, should be forwarded as soon as possible, or by November 15, 1999, to Professor Robin Elliot, Secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Z1, Fax (604) 822-8108, Ph. (604) 822-4232, e-mail elliot@law.ubc.ca. This position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

LINGUISTICS

UNIVERSITY OF ALBERTA — The Department of Linguistics, Faculty of Arts, University of Alberta, invites applications for a tenure track position at the Junior Assistant Professor level in theoretical syntax, effective July 1, 2000. An active research program in one or more of the following areas is sought: sentence processing, computational linguistics, or another area that interfaces with the continuing research strengths of the department. The candidate should hold a PhD and have demonstrated teaching and research ability. The 1999/2000 salary floor for Assistant Professors is $42,054; the figure for July 1, 2000 will be adjusted on the basis of negotiations between the Faculty Association and the University. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings projected over the next several years will ensure for the future the lively and productive intellectual environment on which the Faculty prides itself. The Department of Linguistics has a strong commitment to empirical and experimental approaches to linguistic research. Department members are engaged in ongoing research projects, many grant-funded, in experimental phonetics, discourse processing, and the study of the phonological, morphological, and semantic aspects of the mental lexicon. The Department offers both graduate (PhD and MSc) and undergraduate degrees, and values its reputation for excellence in teaching and graduate training. We seek a colleague who wishes to engage in leading-edge research in a collegial and supportive research environment, to recruit and train promising graduate students, and to participate in innovative teaching/learning at both the undergraduate and graduate levels. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, curriculum vitae, all university transcripts, and three letters of reference should be received by October 15, 1999, by: Lois M. Stanford, Chair, Department of Linguistics, University of Alberta, Edmonton, AB, T6G 2E7, Canada. Phone: (780) 492-3459, Fax: (780) 492-0806, E-mail: lois.stanford@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SIMON FRASER UNIVERSITY — Applications are being accepted for a tenure-track position in Linguistics starting September 1, 2000. This position is subject to budgetary approval. Appointment will be made at the assistant professor rank. A primary specialization in second language acquisition and second language teaching with strong expertise in Linguistics are required for this position. The successful candidate will be assigned teaching duties in Teaching English as a Second Language and applied linguistics courses, as well as a range of other linguistics courses at all levels. Candidates should hold a PhD in linguistics or other field with a linguistics specialization, show strong promise as a researcher, be prepared to become active in the development and management of undergraduate and graduate courses, and to accept graduate supervision duties. Interested applicants are invited to send a letter of application, curriculum vitae, the names of at least three referees and sample publications by October 30, 1999 to Dr. P. McFetridge, Chair, Department of Linguistics, 8888 University Dr., Simon Fraser University, Burnaby, BC, Canada V5A 1S6, phone: (604) 291-3554, fax (604) 291-5659, email: mcfet@cs.sfu.ca In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. SFU offers equal employment opportunities to all qualified applicants.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Linguistics at the University of British Columbia invites applications for a tenure-track position in Formal Semantics at the rank of Assistant Professor to begin July 1, 2000. The successful candidate should have a primary specialization in Formal Semantics with expertise in the Syntax/Semantics interface. We especially encourage applicants with a secondary research interest in any of the following areas: Linguistic Fieldwork, First Nations Languages and/or other less well-studied Languages, Language Acquisition, Language Processing. Candidates should hold a Ph.D. in linguistics, have a demonstrated potential for and a strong commitment to research, as well as an ability to teach a variety of courses in linguistics at the graduate and undergraduate levels. This position is subject to final budgetary approval. Please send a cover letter, curriculum vitae, representative samples of published or unpublished work, and any additional supporting documents to the address below before November 15, 1999. In addition, applicants should arrange for at least three letters of recommendation to be sent under separate cover to: Dr. Douglas Pulleyblank, Head, Department of Linguistics, E270-1866 Main Mall, University of British Columbia, Vancouver, British Columbia, Canada V6T 1Z1; Email: douglas.pulleyblank@ubc.ca UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada.

MANAGEMENT

CONCORDIA UNIVERSITY — Department of Management is seeking, subject to budgetary approval, qualified applicants for tenure-track positions starting June 1, 2000 in the following areas: Organizational Behaviour/Human Resource Management, Strategy, and Entrepreneurship. Qualifications: PhD and strong record of demonstrated research potential. Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Candidates with interest in aviation and/or pharmaceuticals are encouraged to apply. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also possible. Salaries are competitive and, along with rank, will be commensurate with qualifications and experience. All undergraduate, Master's and PhD programs in the Faculty of Commerce and Administration at Concordia are accredited by AACSB. Applications should be submitted by October 31, 1999. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate), and three letters of reference to: Dr. Kamal Argheyd, Chair, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. W., Room GM 503-33, Montreal, Quebec, H3G 1M8, Canada; Tel.: (514) 848-2925, FAX: (514) 848-4292, E-Mail: argheyd@vax2.concordia.ca In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF LETHBRIDGE — The Faculty of Management invites applications for tenure-track positions in Accounting, Marketing and Management Information Systems to begin July 1, 2000. Individuals who have completed a PhD or are near completion, who have a commitment to effective and innovative teaching and have demonstrated an ability to conduct scholarly research are requested to direct applications and inquiries to Dr. Ali Dastmalchian, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4, fax (403) 329-2633, or e-mail beth.austring@uleth.ca. Applications should include curriculum vitae and

three letters of reference The University of Lethbridge is an equal opportunity employer. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

MARKETING

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business, at The University of Western Ontario, is Canada's premier business school, recognized world-wide for the quality of its management education. The School's major activities include a highly regarded MBA program; a small and selective undergraduate program; a well-established doctoral program; as well as an expanding portfolio of programs for managers, including a traditional Executive MBA program, an Executive MBA delivered via videoconferencing, and an Executive MBA program located at Ivey's Hong Kong campus The School is internationally oriented in terms of curricula, research, faculty, student exchanges, and was the editorial home for the *Journal of International Business Studies* from 1992 to 1997. New initiatives in the Asia-Pacific region and in the Americas make the School particularly interested in recruiting faculty with interests in either of these areas and appropriate language skills. In addition, Ivey is hosting the AMA-Sheth Doctoral Consortium in 2000. The School supports faculty research dealing with issues of interest and relevance to practising managers leading to publication in top-quality academic and managerial journals. The Marketing Area Group, consisting of eleven members, has a mix of both business-to-business and consumer research interests. Our faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. Excellence in teaching and course development is highly valued. We are located in London, Ontario, a community of 331,000 equidistant from Toronto and Detroit. We have Executive MBA facilities situated in Mississauga, just west of Toronto, and in Hong Kong. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. At least one, probably two, probationary tenure track positions, tenured appointments, or limited term positions in Marketing are available to begin in July 2000. We welcome applications from recent or anticipated Ph.D.s, senior-level Assistant Professors, and Associate Professors. Although we are open in terms of teaching interests and approaches, a strong commitment to the practice of management is required, as is interest in the case method of teaching. All positions are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Don Barclay, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, CANADA N6A 3K7. Deadline for application submission is October 31, 1999; Phone: 519-661-3296; Fax: 519-661-3959; e-mail: dbarclay@ivey.uwo.ca.

CONCORDIA UNIVERSITY — Faculty of Commerce and Administration, Department of Marketing, is seeking entry level candidates who have just completed a PhD or are near completion The candidates should have teaching and research interests in at least one of the following areas: Promotion, Marketing Management , E-Commerce and Data Base Marketing. Outstanding candidates in other areas are encouraged to apply. Candidates must be committed to research and teaching excellence. The Marketing Department has 17 full-time professors who offer over 30 different courses at the graduate and undergraduate levels. Standard teaching load for newcomers is four courses a year. The teaching schedule is very flexible. The Faculty of Commerce and Administration at Concordia University is one of the largest in Canada and is accredited by the AACSB (International Association for Management Education). It offers a variety of full-time and part-time programs at the undergraduate level. At the graduate level, students can obtain a traditional MBA, an executive MBA, an MBA specially targeted at the airline industry, an MSc. or a PhD. Non-residents and non-citizens will be considered and sponsored if selected. This position is subject to budgetary approval. Please apply in writing by October 1, 1999 to Dr Zekr Gidengil, Chair, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8 Tel: (514) 848-2951 or Fax: (514) 848-4554. Applications should include a C.V. and names of three referees. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

MATHEMATICS

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3 and 4 year B.A. and B.Sc. degrees and a 2-year, after-degree B.Ed.(elementary), is inviting applications from women and men for a full-time, tenure-track vacancy in mathematics. The successful candidate must be able to teach courses in introductory and intermediate Calculus and Differential Equations. Other areas of teaching responsibility include one or more of the following: Introductory Statistics, Computing Science, Linear Algebra, and Foundations of mathematics. Expertise in areas of Applied Mathematics and an interest in the relationship between mathematics and other disciplines within the context of a Christian liberal arts university college are an asset. The successful candidate must demonstrate graduate level course work in area of teaching. A Ph.D. is required for tenure track appointment as well as commitment to the College's Christian Statement of Faith. Starting date: July 1, 2000. Deadline: November 5, 1999 or when filled The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to first to Canadian citizens and permanent residents. Qualified female and male candidates, including visible minorities are encouraged to apply Starting salary: $37,000 and up with generous benefit package. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125 - 50 St., Edmonton, AB T6B 2H3; Telephone: 780-465-8304, e-mail: skward@kingsu.ab.ca, Web: www.kingsu.ab.ca.

UNIVERSITY OF BRITISH COLUMBIA — The MathemaUcs Department at the Unversity of British Columbia is seeking to nominate at least one woman candidate for an NSERC University Faculty Award in the Fall 1999 competition. A departmental nominee will have a strong research record in a field that fits in with the research interests of the department, as well as strong teaching qualifica tions. A successful nominee would assume a tenure-track Assistant Professorship to begin July 1, 2000, with a reduced teaching load for the duration of the award. The University Faculty Award was created by the Natural Science and Engineering Research Council to encourage Canadian universities to appoint very promising women researchers to tenure-track positions in science and engineering. Further information on the program can be found at the NSERC web page: http://www.nserc.ca/programs/sch14_e.htm> In accordance with the NSERC regulations for the awards, an applicant must be female and must be a Canadian citizen or a permanent resident of Canada. An applicant must either hold a doctorate degree, or have completed all the requirements for such a degree by the proposed appointment date. Applicants should send a cv including a list of publications, preprints, reprints, a statement of research and teaching interests and arrange for three letters of recommendation to be sent to Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, BC, Canada V6T 1Z2. Applications must be received before September 1, 1999 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department at the University of British Columbia is seeking outstanding candidates for at least one tenure-track Assistant Professorship that the department hopes to be able to fill, subject to funding, with a start date of 1 July 2000 Exceptional candidates at the Associate Professorship level may be considered. Applicants must have a superb research record in nonlinear PDE's, variational methods, singular perturbations and mathematical physics. A successful applicant is expected to interact with the PDE's and mathematical physics groups in the Mathematics Department and have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2 Applications must be reserved before October 1, 1999 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department at the University of British Columbia is seeking an outstanding candidate for a tenure-track Assistant Professorship that the department hopes to be able to fill, subject to funding, with a start date of 1 July 2000. An exceptional candidate at the Associate Professorship level may be considered. Applicants must have a superb research record in symplectic and Poisson geometries, Lie theory and quantum groups. The successful applicant is expected to interact with the algebraic geometry and differential geometry groups in the Mathematics Department and have demonstrated interest and ability in teaching. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2 Applications must be received before October 1, 1999 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Mathematics and the Department of Mechanical Engineering at the University of British Columbia are seeking an outstanding candidate for a joint tenure-track Assistant Professorship that the departments hope to be able to fill, subject to funding, with a starting date of 1 July 2000. An exceptional candidate at the Associate Professorship level may be considered. Applicants must have a superb research record in the areas of mathematics and asymptotics with strong engineering connections, and in a Mechanical Engineering area such as solid mechanics, fluid mechanics, thermodynamics and/or industrial engineering. The candidate should have a Ph.D. and at least one degree in Mechanical or Industrial Engineering. The successful applicant is expected to interact with the industrial mathematics faculty in the Mathematics Department and faculty in Mechanical Engineering as well as having a demonstrated interest and ability in teaching in both departments. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C., Canada V6T 1Z2. Applications must be received before October 1, 1999 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply

MATHEMATICS & STATISTICS

THE UNIVERSITY OF CALGARY invites applications for a number of tenure track positions at the rank of Assistant Professor in the Department of Mathematics and Statistics, beginning July 1, 2000. The Department is particularly searching for individuals whose research expertise complements programs in Discrete Mathematics, Actuarial Science/Financial Mathematics, Modern PDE's and Dynamical Systems, Applied/Bio Statistics and Algebra. Applicants interested in the computational aspects of these areas are especially sought. Outstanding applicants from other areas in Mathematics or Statistics will be considered. The successful applicants will have access to the Multimedia Advanced computation Infrastructure (MACI), a collaborative initiative establishing a new, world-class scientific computing facility in Canada. Please submit a curriculum vitae together with a philosophical statement about Teaching and Research, and have three referees send letters to the Search Committee, Department of Mathematics and Statistics, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. The closing date is January 15, 2000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

MUSIC

MCGILL UNIVERSITY — Faculty of Music. Applications are invited for a tenure track position at the rank of Assistant or Associate Professor in Applied Voice, beginning September year 2000-2001. The Faculty of Music is seeking an individual (soprano preferred) who has a record of successful studio teaching at the college, university and/or professional level. There should be evidence of substantial professional performing experience in opera and concert. Teaching duties will include private studio voice and possibly other related courses, such as vocal pedagogy, lyric diction or vocal history/literature courses at the graduate or undergraduate level, as appropriate to the candidate's areas of strength and specialization. The successful candidate should have a Masters degree or equivalent professional performing experience, and will join a strong team headed by Prof. William Neill. The Faculty offers a licentiate of Music, Bachelor of Music, Master of Music and Artist Diploma. Doctoral program are offered on an "ad hoc" basis. Recent graduates are performing at The Met, La Scala and New York City Opera. The successful applicant will be expected to maintain and develop his/her professional activities. Review of applications will begin on January 14, 2000 and continue until the position is filled. Starting date is September 1, 2000 or the successful candidate's earliest availability. Selected candidates will be invited to teach masterclasses, present a recital and meet with members of the Faculty Search Committee. Salary and rank are negotiable. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the fust instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, together with resumes and the names, addresses and telephone numbers of three referees should be sent to: Gordon Foote, Chair, Department of Performance, McGill University, Faculty of Music, 555 Sherbrooke St. W., Montreal, Quebec, Canada H3A 1E3; Tel. (514) 398-4542; Fax. (514) 398-8061; e-mail: foote@music.mcgill.ca

NURSING

UNIVERSITY OF WINDSOR — Nursing The University of Windsor invites applications for a tenure-track position in Human Responses and Adaption to Alterations in Health, commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultypositions> Dr. Elizabeth Horsburgh, Director, School of Nursing, University of Windsor, Windsor, ON, N9B 3P4; Phone (519) 253-3000, ext. 2258; Fax (519) 973-7064; e-mail bethy@uwindsor.ca

OBSTETRICS & GYNECOLOGY

BRITISH COLUMBIA WOMEN'S HOSPITAL — Maternal Fetal Medicine The Children's & Women's Health Centre of British Columbia is seeking a full time clinical position in the division of Maternal-Fetal Medicine. The Division of Maternal Fetal Medicine, Department of Obstetrics & Gynecology, University of British Columbia has a distinguished history of academic and research achievements and is searching for a dynamic individual to join a team of committed Maternal Fetal Medicine sub-specialists. The successful candidates will have a demonstrated interest in obstetrics-maternal-fetal medicine and be expected to participate in teaching and clinical research. B.C. Women's Hospital is the tertiary referral women's hospital for the province of British Columbia. The selected applicants will be expected to work in concert with other health professionals to provide an integrated approach to the provision of health services. The applicants must have their Royal College (Canada) fellowship training in Obstetrics & Gynecology and Maternal Fetal Medicine. They must be eligible for registration in Canada in MFM. The applicant should have a proven academic and research resord or have demonstrated the potential to be productive academically or have a strong commitment to education. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Children's & Women's Health Centre of British Columbia hires on the basis of merit and is committed to employment equity Review of applications will commence immediately Interested applicants should submit a letter and their curriculum vitae including a list of three references by October 31st, 1999 to: Dr. D. Wilson, MD, FRCPC, Clinical Professor and Head, Department of Maternal Fetal Medicine, British Columbia Women's Hospital, 4500 Oak Street, Vancouver, B.C. V6H 3N1.

PHARMACY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Medicinal Chemistry. The School of Pharmacy at Memorial University of Newfoundland invites applications for a full-time faculty position at the Assistant Professor level. This is a five-year contractual position with the possibility of conversion to tenure-track status. This position is eligible for infrastructure support from the New Opportunities Program and the Canada Foundation for Innovation (CFI), as allocated to Memorial University. The successful candidate will be sponsored for a CFI award (as per the eligibility criteria). Candidates must have a PhD or equivalent degree with a strong background in medicinal/peptide or protein chemistry/combinatorial chemistry and relevant postdoctoral experience. The successful candidate will be expected to establish an independent, externally-funded research program, participate in the supervision of graduate students, and teach undergraduate and graduate students. Interdisciplinary collaboration will be encouraged and supported. The School of Pharmacy is fully accredited by the Canadian Council for Accreditation of Pharmacy Programs. Research strengths include drug delivery, drug targeting, neuropharmacology, and pharmacoepidemiology. It is located together with the Faculty of Medicine and the School of Nursing in

Dean, Faculty of Commerce and Administration

Concordia University is seeking to appoint a Dean of the Faculty of Commerce and Administration to begin 1 June 2000.

Concordia's Faculty of Commerce and Administration is one of the most respected and largest business schools in Canada and one of the few schools accredited by the AACSB. The Faculty places strong emphasis on research and scholarship and on pursuing an intellectual climate in which varied inquiry about theory and practice of organizational systems can flourish. Concordia is recognized for its tradition of offering accessible, flexible and relevant commerce and administration programs. The Faculty strives for excellence and innovation in its undergraduate programs in administration and commerce, and in graduate Diplomas in Accountancy, Administration, and Sports Administration; a MBA, an Executive MBA and an Aviation MBA in partnership with IATA; and a MSc and a PhD in Administration. As an urban business school we welcome a bilingual and multicultural constituency and enjoy a high level of ethnic and cultural diversity among our student body (5000 students) and faculty (approximately 250 full-and part-time positions).

We seek a dynamic academic leader, whose entrepreneurial vision will guide the Faculty of Commerce and Administration into a new educational era, build upon our global positioning, our tradition of responsiveness to our region's needs, and our commitment to academic excellence in innovative ways. The Dean will have a strong track record in effective strategic planning in academia. He or she will advance the interests of the Faculty through fostering partnerships and joint ventures with organizations in both the public and private sectors, as well as strengthen collaborations with other institutions of higher learning. Fluency in French is a requisite to fulfill this mandate, in addition to demonstrated academic and administrative experience in business-related disciplines.

According to University policy, this appointment is normally for a five-year period and is renewable only upon an open search conducted by an advisory search committee. Therefore, the incumbent shall be submitting his application for consideration.

Applications and nominations, including a full curriculum vitae and a one-page summary of relevant experience, must be received by **17 September 1999** and should be addressed to:

Diane Hastings, Executive Assistant to the Vice-Rector, Institutional Relations and Secretary-General, Concordia University, 1455 de Maisonneuve Blvd. West Montréal, Québec H3G 1M8

In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

Real education for the real world

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McMaster University

Tenure-Track Position in Ironmaking

The Department of Materials Science and Engineering at McMaster University is seeking an outstanding individual for a position that has become available due to expension in the ironmaking aree due to a new Steel Research Centre at McMaster University. The position is available from July 1, 2000. The new position is tenure track and will be at the assistant or associate professor level depending on the experience of the candidate.

Applicants should heve a PhD in Materials Engineering or closely related discipline and have research interests in ironmaking, chemical kinetics, waste oxide treatment or process modelling. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The successful candidate will demonstrete a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. The position offers the opportunity to interact with the existing process metallurgy research group of three faculty members and to participate in the Steel Research Centre that has start-up funds end will attract significent industrial involvement. Applicants should send e letter of application, resume, statement of teeching and research interests, a selection of research publications, and the names of at least three references (with addresses) by **September 15, 1999.** Please send the application materials to Dr. M. Brian Ives, Chair, Department of Meterials Science end Engineering, McMester University, Hemilton, Onterio, Canada L8S 4L7. Our Web site is: http://mse.eng.mcmaster.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to Employment Equity and encourages applications from all quelified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

the Health Sciences Centre, and enjoys a close working relationship with them in teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed primarily towards Canadian citizens and permanent residents of Canada. Non-Canadians will be considered. The position is available immediately and applications will be accepted until it is filled. Applicants should submit their curriculum vitae, reprints of important publications, and the names and addresses of three referees to: Dr. Christopher Loomis, Director, School of Pharmacy, Memorial University of Newfoundland, St. John's, NF Canada A1B 3V6; Phone: (709) 737-6571; Fax: (709) 737-7044, e-mail: cwloomis@morgan.ucs.mun.ca For further information on the School of Pharmacy visit our website at www.pharm.mun.ca Memorial University is committed to Employment Equity

PHILOSOPHY

SIMON FRASER UNIVERSITY — Department of Philosophy Applications are invited for two tenure-track positions at the rank of Assistant Professor: #1 Area of Specialization: Value Theory (Ethics/Political/Social Philosophy). Area(s) of Competence: open, but history of modern philosophy, ancient philosophy, feminist theory, aesthetics considered assets #2 Area of Specialization: Philosophy of Science (philosophy of biology an asset) Area(s) of Competence: open but logic, epistemology, metaphysics, history of modern philosophy considered assets. Although preference will be given to Canadian citizens and permanent residents, all applicants will receive serious consideration. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. SFU operates with a year-round trimester system, two teaching terms and one research. Teaching load is normally two courses per teaching term, plus supervisory and committee duties. The Department offers undergraduate major and honours programs as well as MA and PhD, including a joint PhD program with UBC. Salary dependent on qualifications, but likely to begin at approx. $48,000 plus benefits. Start Date: Sept. 1, 2000. Letters of application should include CV, samples of written work, teaching record (if any), and other relevant information. Applications should include three letters of reference. Deadline: November 15, 1999. These positions are subject to budgetary approval. Applications should be sent to: Chair, Department of Philosophy, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6

ST. FRANCIS XAVIER UNIVERSITY — The Department of Philosophy, St. Francis Xavier University, invites applications for a tenure-track position at the rank of Assistant Professor, to begin 1 July, 2000. Candidates should have a completed Ph.D. A strong background in the history of philosophy is desirable. Duties include research and a teaching assignment of three full courses, normally including Introduction to Philosophy and Ethics. The Department offers undergraduate courses to the honours level, and applicants are asked to supply a summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future plans. Application including a complete dossier and three letters of reference should be sent to The Chair, Department of Philosophy, St. Francis Xavier University, Antigonish, NS, B2G 2W5. Consideration of applicants will begin on 20 October 1999.

PHYSICAL EDUCATION

McGILL UNIVERSITY — Department of Physical Education - Faculty of Education, Applied Behavioral Science. Applicants are invited for a tenure track position, Assistant Professor, in the Department of Physical Education at McGill University, starting January 1, 2000. The Department offers two undergraduate programs, one leading to a Quebec teaching certificate and another in Kinesiology. The graduate program has specialization in biomechanics, exercise physiology, pedagogy, adapted physical activity, and psychology of sport and motor behaviour. Laboratory space is available in the Sosgram Sport Science Centre. The successful candidate will have an earned doctorate and will contribute to the behavioral science portion of the programs. We have particular needs in pedagogy. The position involves teaching and supervising students at both the undergraduate and graduate levels. The individual will be expected to develop an independent line of scholarly inquiry and seek appropriate funding. Teaching experience would be expected. The ability to understand and speak French would be an asset. Base annual salary for a first year assistant professor is $43,000 (CDN). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. The applicant's curriculum vitae and three letters of reference should be received by October 15, 1999. Direct dossier and for questions to Dr. Hélène Pecault, Chair, Department of Physical Education, McGill University, 475 Pine Avenue West, Montreal, Quebec, Canada, H2W 1S4, Telephone: (514) 398-4184 ext. 0477; Fax: (514) 398-4186, E-Mail: Perrault@education.mcgill.ca.

PHYSICS

MCGILL UNIVERSITY — Experimental Condensed Matter Physics. The Department of Physics at McGill University invites applications for a tenure-track position at the rank of Assistant Professor, beginning no later than September 2000. The appointment will be in the area of experimental Condensed Matter Physics with an emphasis for candidates in the area of mesoscopic or nanoscale science. The applicant will be expected to become a member of the Centre for the Physics of Materials which includes faculty members from the Physics and Chemistry Departments as well as research scientists in industrial laboratories. The focus of the Centre is on research at the boundary between Condensed Matter Physics and Materials Science. It has a wide range of preparation, measurement and characterization facilities and one of its major strengths is the extensive interaction and collaboration that exists between theory and experiment. The department is also active in High Energy Physics, Nuclear Physics and Theoretical Atmospheric Physics. For more information about McGill and the Physics Department you are invited to consult our home page at http://www.physics.mcgill.ca. We seek candidates with proven or potential excellence in both research and teaching. Applications together with a detailed curriculum vitae, a statement of research and teaching interests and three letters of reference should be sent to: Prof. Jean Barrette, Chair, Department of Physics, McGill University, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin November 1, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

DALHOUSIE UNIVERSITY — The Department of Physics at Dalhousie University seeks to appoint an Assistant Professor (tenure track) in Condensed Matter Theory. The appointment will commence July 1, 2000. Preference will be given to candidates with a strong background in many body theory and interests in mesoscopic physics, novel (such as soft) materials, or nanostructures, but excellent candidates in related fields will also be considered. The primary fields of research in the department are: Condensed Matter Physics, Biophysics, Applied Physics, Atmospheric Physics, Optics and Surface Science. Qualifications include a Ph.D. in Physics, postdoctoral experience and a strong commitment to undergraduate and graduate teaching. Collaboration with experimental groups is encouraged. Applicants should send their curriculum vitae, copies of three publications, and the name and mailing/e-mail addresses of three references to: Professor H.J. Kreuzer, Chair, Search Committee, Department of Physics, Dalhousie University, Halifax, NS, Canada B3H 3J5. Phone (902) 494-2337. Fax (902) 494-5191. E-mail Kreuzer@is.dal.ca. All applications received before October 31, 1999 will receive full consideration. If you want more information about Physics at Dalhousie see our web page: http://www.physics.dal.ca. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with a disability in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

MCGILL UNIVERSITY — The Departments of Physics and Chemistry at McGill University are expanding their research in Experimental Materials Science. Applications are invited for a joint (Chemistry and Physics) tenure-track position at the rank of Assistant Professor, beginning no later than September 2000. We seek candidates with a proven record of excellence in experimental research who will strengthen or add to existing research interests in the two departments. Faculty members are currently active in the fields of magnetism, thin films, surface science, scanning probe techniques, nanoelectronics, meso-scale phenomena, neutron and synchrotron x-ray scattering, non-equilibrium processing, hydrogen storage, bio-materials, macromolecular self-assembly, liquid crystals, polymer synthesis and morphology, drug delivery, colloids, NMR, non-linear optical materials, conducting polymers, electrochemistry and the kinetics of phase transitions. For more information, consult the web page: http://www.physics.mcgill.ca/joint_position.html. Candidates are expected to have a capacity for excellence in teaching and will have teaching responsibilities in both departments. The successful candidate will be invited to join the Centre for the Physics of Materials. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a detailed research plan. They should also arrange for three letters of reference to be sent directly to: Professor Bruce Lennox, Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St.W, Montreal, Que., Canada, H3A 2K6. Review of applications will begin October 15th, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF ALBERTA — Computational Science Program Manager for MACI The Faculty of Science, University of Alberta has an opening for a full-time continuing academic appointment as a Faculty Service Officer III (FSO III). The successful candidate will act as the computational science program manager for the Multimedia Advanced Computational Infrastructure (MACI) Program at the University of Alberta. The duties of the computational sciences program manager include: planning and coordination of scientific programs within MACI; report and proposal preparation for funding agencies and evaluation committees; coordination with projects at other Alberta universities; coordination of system management of the MACI facilities through the local MACI Management Team; liaison with local management teams at other MACI sites. The successful candidate will also be expected to maintain a research program in one of the areas of computational science, such as biological sciences, chemistry, computing science, earth and atmospheric science, and/or physics, with approximately 25% of the workload devoted to this research. We are looking for a scientist with an established research record in one of the computational sciences, with an emphasis on skills in high end or high performance computing. Experience in management or a strong potential for effective management and leadership is important. A PhD or equivalent is preferred. MACI is a collaborative project of the Universities of Alberta, Calgary and Lethbridge to provide high performance computing infrastructure for researchers. The first phase of MACI (MACI-I) established the foundations of the infrastructure through funding of $2 million, with $800 thousand of this from the Province of Alberta Intellectual Infrastructure Partnership Program (IIPP). Facilities established in MACI-I include a 44 node Silicon Graphics Origin 2000 at the University of Alberta. In November 1998, phase 2 (MACI-II) was confirmed with a conde-

Doyen ou doyenne de la Faculté de commerce et d'administration

L'Université Concordia est à la recherche d'un doyen ou d'une doyenne de la Faculté de commerce et d'administration dont le mandat débutera le 1er juin 2000.

La Faculté de commerce et d'administration de Concordia est l'une des écoles de commerce les plus grandes et les plus respectées du Canada et fait partie des rares établissements à être reconnus par l'*AACSB*. La Faculté est fortement axée sur la recherche et l'érudition et s'efforce de créer un climat intellectuel propice au foisonnement des recherches sur la théorie et la pratique des systèmes organisationnels. Réputée pour sa tradition d'éducation supérieure accessible, souple et pertinente, elle propose des programmes de 1er, 2e et 3e cycles marqués par l'excellence et l'innovation, notamment : programmes de 1er cycle en commerce et administration ; diplômes de 2e cycle en comptabilité, en administration, en administration sportive ; MBA, MBA pour gens d'affaires et MBA en aviation en partenariat avec IATA ; M.Sc. et Ph.D. en administration. En tant qu'école de commerce urbaine, nous offrons un milieu bilingue et multiculturel où s'épanouissent 5 000 étudiants et étudiantes de toutes origines ethniques et culturelles ainsi qu'un corps professoral qui compte environ 250 professeurs à temps plein et à temps partiel.

Nous sommes à la recherche d'un leader pédagogique dynamique, qui a à coeur l'excellence et l'innovation et dont la vision guidera la Faculté vers une ère nouvelle, fondée sur notre tradition de répondre aux besoins régionaux tout en ayant une ouverture mondiale. Le doyen ou la doyenne devra disposer d'un excellent dossier en matière de planification pédagogique stratégique. Cette personne mettra de l'avant les intérêts de la Faculté en encourageant le partenariat et la coparticipation avec des organismes des secteurs public et privé tout en renforçant la collaboration avec d'autres établissements d'enseignement supérieur. Ce mandat exige de parler couramment le français en plus de témoigner d'une expérience pédagogique et administrative dans des disciplines reliées au commerce et à l'administration.

Conformément à la politique de l'Université, il s'agit d'un mandat d'une durée normale de cinq ans, renouvelable à la suite d'une recherche menée par un Comité consultatif de recrutement. L'actuel titulaire posera sa candidature pour le poste.

Les candidatures et mises en nomination, accompagnées d'un curriculum vitae complet et d'un résumé d'une page sur l'expérience de travail, doivent parvenir avant le **17 septembre 1999** à :

M^me^ Diane Hastings, adjointe au Vice-recteur aux relations institutionnelles et Secrétaire général, Université Concordia, 1455, boulevard de Maisonneuve Ouest, Montréal (Québec) H3G 1M8

Conformément aux exigences canadiennes en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

UNIVERSITÉ Concordia

On vous prépare pour le monde
www.concordia.ca

University of Ottawa

Professor in Violin

Faculty of Arts, Department of Music

Faculté des arts / Faculty of Arts — Université d'Ottawa / University of Ottawa

Applications are invited for a half-time tenure-track position in violin, which will be available **July 1, 2000**, at the assistant professor level.

Candidates must have a doctorate or performance equivalent and be fluently bilingual, able to give instruction in both French and English.

The Department offers three undergraduate degrees (B. Mus.; B.A.Concentration; B.A. Honours) and a Master's degree (M.Mus.) in musicology, theory, or performance (chamber music).

Although initial responsibilities will involve teaching largely at the undergraduate level, the candidate will be expected to qualify for teaching students in the masters degree program. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy and strongly encourages applications from women.

Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly by **September 15, 1999**, to:

Professor Iugemar Korjus, Chair
Department of Music, University of Ottawa
50 University, Ottawa ON K1N 6N5

Université d'Ottawa

Professeur(e) pour l'enseignement du violon

Faculté des arts, Département de musique

Faculté des arts / Faculty of Arts — Université d'Ottawa / University of Ottawa

Le Département de musique sollicite des candidatures pour un poste de professeur(e) adjoint(e) à demi-temps menant à la permanence pour l'enseignement du violon. Date d'entrée en fonction : **le 1er juillet 2000.**

La personne choisie aura terminé son doctorat ou l'équivalent. Elle sera bilingue (anglais et français), et devra enseigner dans les deux langues officielles.

Le Département offre trois programmes au premier cycle (B.A. concentration ; B.A. spécialisation; B.Mus.) et une maîtrise (M.Mus.) en musicologie, théorie, ou en interprétation (musique de chambre).

La charge professorale comprendra principalement l'enseignement des cours instrumentales pour violon ; cependant, on s'attend à ce que la personne choisie puisse s'intégrer à un programme de maîtrise. Le salaire sera déterminé en conformité avec la convention collective.

Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi et encourage fortement les femmes à présenter leur candidature.

Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois répondantes ou répondants parviennent avant **le 15 septembre1999** au :

Professeur Iugemar Korjus, Directeur
Département de musique, Université d'Ottawa
50 Université, Ottawa ON K1N 6N5

CAREERS SECTION · SECTION DES CARRIÈRES

tional $4.36 million grant from the NPF. Further information can be found on the MACI website <www.wnet.ca/maci/>. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The application should include a curriculum vitae, a research plan, a summary of management experience and/or interests. Please arrange to have at least three confidential letters of reference sent by October 1, 1999 to: MACI Advisory Search and Selection Committee, Dr. J. Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhatia Physics Lab, Edmonton, Alberta, T6H 2J1. Fax: (780) 492-0714. E-mail queries to: dpt@phys.ualberta.ca. The starting date for this appointment is on or after January 1, 2000. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

QUEEN'S UNIVERSITY — The Department of Physics at Queen's University invites applications for a full-time, tenure-track Assistant Professor position, from candidates who are eligible to be sponsored for a Natural Sciences and Engineering Research Council (NSERC) University Faculty Award (UFA). The salary range will be commensurate with qualifications and experience. The candidate is expected to possess a strong research background with exceptional promise for impacting her chosen field of research. Applicants must have a PhD in Physics or an appropriate Engineering discipline. The department has major programs in, astronomy and astrophysics, engineering and applied physics, condensed matter physics and subatomic physics at the Sudbury Neutrino Observatory. The candidate would be expected to complement research in one of these four areas of activity. In addition, the candidate must be committed and able to demonstrate excellence in undergraduate and graduate education in physics and/or engineering physics. To be eligible for the NSERC UFA, and therefore this position, the candidate must be a woman holding a PhD or expecting to have completed all the requirements for such a degree, including thesis defence, by September 1, 2000; and a Canadian citizen or a permanent resident of Canada, as of November 1, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women, including visible minorities, aboriginal people, persons with disabilities, and lesbians. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and the names of three referees to: Dr. Martin J. Duncan, Head, Department of Physics, Queen's University, Kingston, Ontario Canada K7L 3N6. Tel: (613) 533-2706. Fax (613) 533-6463. Review of applications will begin September 15, 1999

PHYSIOLOGY

UNIVERSITY OF MANITOBA — The Department of Physiology, Faculty of Medicine, University of Manitoba, invites applications for two full-time contingent faculty positions at the level of Assistant Professor in the Institute of Cardiovascular Sciences. Applicants should have a M.D. or PhD degree in any of the medical sciences with 2-3 years of postdoctoral experience in molecular biology, gene expression, biochemistry, physiology or pharmacology. The candidates are expected to establish independent research programs in the area of heart failure and/or ischemic heart disease, collaborate with other members of the Institute and teach both undergraduate and graduate students. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Please send your resume and statement of research goals and arrange for three letters of reference by September 30, 1999 to: Dr. N.S Dhalla, Institute of Cardiovascular Sciences, St. Boniface General Hospital Research Centre, 351 Tache Avenue, Winnipeg, Manitoba, Canada, R2H 2A6

POLITICAL SCIENCE

UNIVERSITY OF ALBERTA — The Department of Political Science, University of Alberta, invites applications for two tenure-track appointments at the junior assistant professor level effective July 1, 2000. The positions sought are in the following areas of specialization: 1) Contemporary Political Thoughts and 2) International Political Economy. The salary floor for the assistant professor rank as of July 1, 1999 is $42,054. The successful applicant for the Contemporary Political Thoughts position will have the ability to teach a junior survey course in the history of political thought. The successful applicant for the International Political Economy position will have expertise in the political economy of the southern hemisphere and will significantly contribute to the Department's Globalization and Governance Certificate Program. The successful applicants will have a completed PhD and a record of teaching, research and publication in their respective areas of specialization. The Faculty of Arts of the University of Alberta is engaged in an extensive process of renewal and is committed to ensuring that the substantial number of hirings anticipated over the next several years will reinforce the lively and productive intellectual environment on which it prides itself. The Department of Political Science also is in the process of implementing a strategic plan which sets out its objectives for renewal. In 1999 the Department implemented an undergraduate university certificate in Globalization and Governance. Accordingly the successful applicants will demonstrate a readiness to serve energetically in the Department's rebuilding process. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A curriculum vitae and three confidential letters of reference should be received no later than November 1, 1999 to the attention of: Professor Janine Brodie, Chair, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WINDSOR — Political Science The University of Windsor invites applications for a tenure-track position in International Relations and Development Studies commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultypositions> Dr. Bruce Tucker, Department of History, Philosophy, Political Science, University of Windsor, Windsor, ON, N9B 3P4; Phone (519) 253-3000, ext. 2347; Fax (519) 973-7094, e-mail tucker1@uwindsor.ca

SIMON FRASER UNIVERSITY — The Department of Political Science at Simon Fraser University invites applications for a tenure-track appointment at the Assistant Professor level in the area of Canadian politics, effective September 1, 2000. A second area of specialization is open, although preference may be given to those who can also teach classes in either Political Theory or Quantitative Methods. PhD, or near completion, plus demonstrated commitment to effective teaching and scholarly research are required. Applicants must include among their referees one who can comment on their teaching or teaching potential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications, including a curriculum vitae and the names of at least three referees should be sent to Dr. Stephen McBride, Department of Political Science, Simon Fraser University, Burnaby, B.C. V5A 1S6. The deadline for applications is November 30, 1999.

CARLETON UNIVERSITY — Department of Political Science. Subject to budgetary approval, the Department of Political Science seeks applications for a tenure-track appointment, the rank open, effective July 1, 2000. The successful candidate will demonstrate expertise in Canadian politics with a specialization in Canadian political institutions. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including curriculum vitae and the names of at least three referees, should be made by September 30, 1999, to: Dr. Glen Wilhams, Professor and Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6.

UNIVERSITY OF WATERLOO — Applications are invited for a tenure-stream position at the Assistant /Associate Professor level, effective 1 July, 2000. The department has its strongest needs in Public Administration. People with expertise in the areas of business-government relations, Canadian public policy, and American politics are also invited to apply. Please send all inquiries and applications, including a cv, names and addresses of three referees, a sample of written work, and a brief statement of teaching and research interests to: Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario N2L 3G1. The closing date for applications is 31 December, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PSYCHIATRY

UNIVERSITY OF ALBERTA — Psychiatry and Public Health Sciences. Applications are invited for a three-year academic position within the Departments of Psychiatry and Public Health Sciences, University of Alberta, Edmonton. The successful candidate will have a proven academic background in child psychiatry, epidemiology and population health research and will be expected to contribute to the research and teaching in the Department. The appointment will be full-time geographic at the Assistant Professor rank ($42,054-$53,526) and is contingent upon continuation of funding from external sources. During the three-year period of the appointment, the applicant will be expected to apply to funding agencies for continuing salary support. Deadline for receipt of applications is September 30, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should forward their curriculum vitae and the names of three references to Dr. Roger Bland, Professor and Chair, Department of Psychiatry, 1E7.44 Mackenzie Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2B7. Fax: (780) 492-0316 The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF BRITISH COLUMBIA — The Mental Health Evaluation & Community Consultation Unit (MHECCU) is seeking individuals with outstanding training and/or research experience for two new faculty or post-doctoral positions in the Department of Psychiatry, University of British Columbia. Applicants should have a Ph.D., or equivalent post-graduate research degree, or a M.D., or other professional health sciences degree and equivalent research experience. Faculty appointments at the rank of assistant or associate professor will be grant-tenure track and will be for a minimum period of five years subject to academic review after three years. Salary and rank will be commensurate with experience and qualifications. A comprehensive benefits package will be provided. Post doctoral appointments will be for one year renewable. Part-time or shared arrangements may be possible. MHECCU is particularly interested in individuals with training in health services research, epidemiology, social sciences or related disciplines, and with research interests and experience in any of health human resources, health technology assessment, health policy analysis/evaluation, health economics, and determinants of health of populations. Experience with analyzing large administrative health care databases, and with statistical software such as SAS and/or SPSS in a UNIX or PC environment will be essential. Skills in multiple areas or across disciplines will be a particular asset. Individuals should be able to work collaboratively as well as independently. Ability to communicate effectively, for example with the media and government officials, will be required. MHECCU was recently established as part of the Division of Community Mental Health, within the Department of Psychiatry, University of British Columbia, with a mission to assist in the improvement of mental health services through scientific inquiry into issues of health in population groups, and ways in which such health services can best be organized and delivered. The faculty and staff within this Unit are active in educational initiatives related to mental health services and have teaching responsibilities in the Department of Psychiatry. Thus, applicants should possess teaching skills and have an interest in education. Applicants appointed to the Assistant or Associate Professor position(s) will be expected to teach undergraduate, graduate and postgraduate classes and will be expected to participate in Department committee work and establish an independent research program. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Post-doctoral applications are welcomed from any qualified individuals. Interested individuals should send their curriculum vitae, selected reprints, and a covering letter detailing their research interests and providing names and contact information for three referees to: Diane Lamb0on, Executive Director, Mental Health Evaluation & Community Consultation Unit, University of British Columbia, 2250 Westbrook Mall, Vancouver, BC Canada V6T 1W6; Tel: 604-822-7550; Fax: 604-822-7786; e-mail lamb0on@interchange.ubc.ca Applications should be submitted by November 30, 1999, but will be considered until all positions are filled. Anticipated start dates range from January 1, 2000 - July 1, 2000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

PSYCHOLOGY

UNIVERSITY OF WESTERN ONTARIO — Department of Psychology, invites applications for a probationary (tenure-track) position at the Assistant Professor level in the field of human neuropsychology. Duties will include graduate student supervision, graduate and undergraduate teaching, and maintaining an active research program. The area of research interest is open but priority will be given to candidates with expertise in the neural bases of language, memory, emotion, or social behaviour. Individuals doing patient-based research are particularly encouraged to apply. Applicants should submit a vita, copies of representative publications, and arrange to have 3 letters of recommendation sent for Dr. Jim Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2 by October 31, 1999. The scheduled starting date is July 1, 2000. This search will remain open until a suitable candidate is found. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3 and 4 year B.A. and B.Sc. degrees and a 2-year, after-degree B.Ed., is inviting applications from women and men for a

HEAD OF THE DEPARTMENT OF MECHANICAL ENGINEERING

Applications are invited for the position of Head of the Department of Mechanical Engineering at the University of British Columbia. Candidates must be qualified for appointment at the rank of Professor, and be eligible for registration as a Professional Engineer in the Province of British Columbia. They must have demonstrated excellence in research and/or professional practice in a discipline within the field of mechanical engineering, and have high levels of competency in teaching and administration.

The successful candidate will have strong leadership capabilities to enable the Department to build on its strengths in education, research and professional practice, and to strengthen its collaborative relationships across the University and with its external partners, including educational and research organizations and industry in Canada and abroad.

The Department of Mechanical Engineering is one of six engineering departments in the Faculty of Applied Science, and currently has over 25 faculty members. The Department offers an undergraduate program in Mechanical Engineering, as well as graduate programs at the Masters and Doctoral levels. Further information about the Department is available at the web address: www.mech.ubc.ca.

The position is available as soon as it can be filled. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Applications, accompanied by a curriculum vitae and the names of four references, should be submitted in confidence by **October 31, 1999**, to:

Dr. Michael Isaacson
Dean of Applied Science, The University of British Columbia
2006 – 2324 Main Mall, Vancouver, BC V6T 1Z4

Tel: (604) 822-6412
Fax: (604) 822-7006
E-mail: kshanks@apsc.ubc.ca

McMaster University

Contractually Limited Position in Ironmaking/Steelmaking

The Department of Materials Science and Engineering at McMaster University is seeking an outstanding individual for a position that has become available due to expansion in the process metallurgy area due to a new Steel Research Centre at McMaster University. The position is available from July 1, 2000. The new position is a contractually-limited appointment for 6 years, and will be at the assistant or associate professor level depending on the experience of the candidate.

Applicants should have a PhD in Materials Engineering or closely related discipline and have research interests in ironmaking or steelmeking. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. The position offers the opportunity to interact with the existing process metallurgy research group of three faculty members and to participate in the Steel Research Centre that has start-up funds and will attract significant industrial involvement. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with addresses) by **September 15, 1999**. Please send the application materials to **Dr. M. Brian Ives, Chair, Department of Materials Science and Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7**. Our Web site is http://mse.eng.mcmaster.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

L'INSTITUT INDO-CANADIEN SHASTRI INDO-CANADIAN INSTITUTE

WOMEN & DEVELOPMENT AWARDS IN INDIA

2000–2001

The Shastri Indo-Canadian Institute, with funding from the Canadian International Development Agency, invites applications for its Women and Development awards in the following categories:

- ***Faculty Research Fellowships***
- ***Post-Doctoral Research Fellowships***
- ***Doctoral Research Fellowships***
- ***Pilot Project Awards***
- ***Visiting Lecture Series***

Work to be carried out during the tenure of the fellowships must have a *clear development focus* since these awards are part of the Institute's Development Studies Programme

Eligibility

- Citizens or permanent residents of Canada
- Applicants with a clear and focused work-plan that can be implemented reasonably during the tenure of the fellowship
- Applicants prepared to leave for India no later than January 1, 2001

Duration

- Faculty awards - 3 to 12 months
- Post-Doctoral awards - 3 to 12 months
- Doctoral awards – 3 to 12 months
- Pilot project awards - up to 2 months
- Visiting Lecture Series - 3 week lecture tour

Value

- Excursion-rate airfare between Canada and India
- A living and accommodation allowance.

Deadline

Deadline for *receipt* of complete applications is *November 15, 1999*
Please note that applications sent by facsimile are not accepted.

Enquiries and Application Forms

Programme Officer, Development Studies Programme
Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, NW
Calgary AB, T2N 1N1
Tel: (403) 220-7467
Fax: (403) 289-0100
Email: sici@ucalgary.ca
Website: http://www.ucalgary.ca/~sici

The funding for this programme may be subject to budgetary constraints

DEAN FACULTY OF EDUCATION

Located in Fredericton, the University of New Brunswick is one of Canada's premier comprehensive universities and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. Founded in 1973, the Faculty of Education offers a variety of programmes including the Bed (concurrent and consecutive), MEd and PhD degrees as well as other certificates and diplomas. The Faculty has 40 full-time faculty members and serves 650 full-time equivalent students, houses the Micmac-Maliseet Institute and is the site for the Eaton Multimedia Centre. Further information is available at http://cspace.unb.ca/edfac.

Reporting to the Vice-President (Academic), the Dean is expected to provide the Faculty with dynamic and visionary leadership. The successful candidate will have a demonstrated record of achievement in teaching, research, and administration. The Dean must be focused on the future and be committed to academic excellence, student recruitment and services, and community outreach.

This is a five-year renewable term position beginning on or before July 1, 2000. Applications and nominations should be accompanied by a detailed curriculum vitae and the names and addresses of at least three referees. The review of the applications will begin on **October 15, 1999** and should be submitted to:

Dr. Louis P. Visentin
Vice-President (Academic)
University of New Brunswick
1 Bailey Drive
PO Box 4400
Fredericton, NB E3B 5A3
E-mail: visentin@unb.ca
Fax: (506) 453-4908

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

UNIVERSITY OF NEW BRUNSWICK

CAREERS SECTION · SECTION DES CARRIÈRES

full-time, tenure-track vacancy in psychology. The successful candidate must be able to teath courses in Personality, Abnormal, and Clinical Psychology. Additional course assignments could include one or more of Psychometrics, Cognition, Counselling, Community Psychology and History of Psychology. Clinical experience is an asset. The successful candidate will contribute to a growing and dynamic four-year B.A. with a psychology major and a three-year B.A. with a psychology concentration in which psychology is integrated in a liberal arts context. The successful candidate should be able to articulate, develop, and model a Christian approath to the discipine in both teaching and research. The successful candidate must demonstrate graduate level course work in areas of teaching. A PhD. is required for tenure track appointment as well as commitment to the College's Christian Statement of Faith Starting date: July 1, 2000 Deadline October 22, 1999 or when filled The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration legislations, this advertisement is directed to first to, Canadian citizens and permanent residents. Qualified female and male candidates, including visible minorities are encouraged to apply Starting salary $37,000 and up with generous benefit package Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Waid, Vice President Academic, The King's University College 9125 - 50 St. Edmonton, AB T6B 2H2; Tel: 780-465-8304, Fax: 780-465-3534, email: skwaid@kingsu.ab.ca; Web www.kingsu.ab.ca

UNIVERSITY OF WESTERN ONTARIO — The Psychology Department at The University of Western Ontario invites applications for a tenure-track or tenured position at the Assistant or Associate Professor level in personality/social, measurement, or developmental psychology. The successful applicant will be expected to provide statistical consulting to students and colleagues, teath univariate and multivariate statistics and experimental design at the graduate level, provide graduate student supervision, and maintain an active research program in his or her substantive research area. The primary selection criteria will include research excellence and productivity, and ability to provide statistical consultation. Applicants should submit a curriculum vitae, statement of research and consulting experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Jim Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2 by November 1, 1999. Review of applications will begin immediately and continue until the position is filled. The position is subject to budgetary approval. The scheduled starting date is July 1, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITÉ D'OTTAWA — Psychologie. Sous réserve d'approbation budgétaire, l'École de psychologie de l'Université d'Ottawa prévoit combler trois postes de professeur ou de professeure conduisant à la permanence à compter du 1er juillet 2000 Ces postes seront au niveau de professeur(e) adjoint(e). La priorité sera accordée aux candidatures dans les domaines 1) de la psychologie clinique (de l'adolescent, de l'enfant ou de la famille); 2) des méthodes quantitatives en psychologie et 3) de la psychologie sociale. les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais (i.e., capacité d'enseigner dans les deux langues) est essentielle dès l'embauche. Le salaire minimum de l'année en cours au niveau de professeur(e) adjoint(e) est de 45 352 $ Les candidatures devraient être soumises avant le 1er novembre 1999 Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants qui adresseront des lettres de référence, ainsi que les tirés à part de deux publications récentes ou de tout autre document constituant une contribution académique au s: Dr Henry Edwards, Directeur adjoint intérimaire, École de psychologie, Pavillon Lamoureux, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5 Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux immigrant(e)s reçu(e)s. L'Université a une politique d'égalité en matière d'emploi et elle encourage fortement les demandes provenant des femmes.

UNIVERSITY OF OTTAWA — Psychology. Subject to budgetary approval, the School of Psychology of the University of Ottawa anticipates filling three tenure-track positions effective July 1, 2000, at the Assistant Professor level. Priority will go to applicants in the areas of 1) clinical psychology (with a preference for adolescent, child or family psychology), 2) quantitative methods in psychology, and 3) social psychology Applicants should meet the following minimum requirements. Doctorate in Psychology and research competence. Fluency in French and English (i.e., ability to teach in both languages) is essential. The minimum salary for the current academic year is $45,352. Applications should be received before November 1, 1999 Submit a letter of application, curriculum vitae, names and addresses of three individuals who will be sending letters of reference, and reprints of two recent publications in refereed journals or other visible evidence of scholarly publication to: Dr. Henry Edwards, Acting Assistant Director, School of Psychology, Lamoureux Hall, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University policy, and as such, the University strongly encourages applications from women.

UNIVERSITY OF CALGARY — Assistant Professor in Clinical Psychology. The Department of Psychology invites applications for a tenure-track Assistant Professor in our Canadian Psychological Association (CPA) accredited doctoral program in Clinical Psychology, commencing July 1 or September 1, 2000 The primary criteria for selection of the successful candidate will be potential research productivity, scholarship, and program "fit." Applicants should have demonstrated the potential to develop and sustain an independent research program. All areas of clinical research will be considered. Our faculty members embrace a clinical-scientist model and are active in research, teaching, and clinical training. Responsibilities Maintain a productive research program in clinical psychology, teath in the Department's graduate and undergraduate programs, and contribute to university service activities. Qualifications: A completed PhD in Clinical Psychology from a CPA/APA or APA accredited clinical psychology program, demonstrated ability to conduct research in clinical psychology, and evidence of effective teaching. Applications, including a statement of interest, curriculum vitae, recent publications, and four letters of recommendation, should be sent by December 6, 1999 to: Eric J. Mash, PhD, Chair, Clinical Search Committee, Department of Psychology, University of Calgary, 2500 University Drive NW, Calgary, AB T2N 1N4, Tel: (403) 220-4959, Fax: (403) 282 8249, email: emash@ucalgary.ca The University of Calgary supports, appreciates, and encourages diversity.

UNIVERSITY OF SASKATCHEWAN — Department of Psychology Applications are invited for a tenure-track position in clinical psychology at the Assistant Professor rank effective July 1, 2000 Applicants with research interests in any area of clinical psychology are invited to apply Of particular interest would be applicants with experience in addictions, health psychology, cross-cultural psychology, or family/marital psychology. Requirements for the position include: PhD in clinical psychology (complete or near completion), a strong research record, evidence of effectiveness in teaching and supervision, completion of an internship in an accredited or equivalent setting, and eligibility for registration as a psychologist in Saskatchewan. The Department's doctoral program in clinical psychology is a scientist-practitioner program and is fully accredited by the Canadian and American Psychological Associations. The University of Saskatchewan has a student population of about 20,000, and is located in a cosmopolitan city of over 200,000. For detailed information about the doctoral program in clinical psychology, please visit the program's web site (http://www.usask.ca/psychology/dr-overview.htm). In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. However, this position has been cleared for advertising at the two-tier level, and applications are invited from qualified individuals regardless of their immigration status in Canada The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify in their applications. Applicants should submit a curriculum vitae, reprints of publications, and a statement of teaching interests, and arrange to have three letters of reference sent to: Dr. Linda McMullen, Head, Department of Psychology, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 5A5. The deadline for applications is October 31, 1999, although applications will be accepted until the position is filled

UNIVERSITY OF BRITISH COLUMBIA — The Department of Psychology at the University of British Columbia invites applications for four tenure track positions, all of which will begin on July 1, 2000. Subject to the availability of funds, the positions are budgeted at the Assistant Professor level with the possibility of an appointment at a higher rank for a female applicant with exceptional qualifications In all cases, we are seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have a strong commitment to undergraduate and graduate teaching and to supervision of graduate student research Applicants whose research can help build bridges with other UBC departments and institutes are of particular interest. Candidates are invited to apply in the following areas: (1) Cultural psychology; (2) Judgment and decision-making, reasoning, or other higher cognitive processes; (3) and (4), Clinical psychology. Candidates for these two positions should be clearly able to complement UBC's APA and CPA accredited scientist/practitioner clinical training program, which currently has strengths in psychopathology and behavioral medicine Candidates with an expertise in addictive behavior are being sought with respect to one of these positions The second is open to qualified applicants in any specialty field of clinical psychology In addition to teaching, research and supervision of students, applicants for these positions are expected to conduct clinical practicum supervision and to obtain registration in the province of British Columbia. Salaries commensurate with experience The University of British Columbia has on the basis of merit and it is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation, prior to December 1, 1999, to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C., V6T 1Z4

UNIVERSITY OF GUELPH — The Department of Psychology, University of Guelph has a vacancy for a tenure track appointment at the Assistant Professor level in Cognitive Neuroscience, commencing September 1, 2000 The appointee will be expected to contribute to undergraduate teaching in the areas of perception and cognition and to general teaching in the areas of research design and measurement of statistics and neuropsychology. While the primary focus of the teaching will be at the undergraduate level, opportunities exist for graduate supervision and teaching in the MA General and Experimental program and possibly in the PhD Applied Developmental program. We are seeking a candidate with a strong commitment to scholarly research who has established a research program. We particularly encourage applicants with research interests in the areas of higher cognitive processes and/or applied perception and cognition. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We thet efore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1H 2W1. Closing date for applications and supporting material is November 30, 1999 The appointment is subject to final budgetary approval

UNIVERSITY OF GUELPH — INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY. The Department of Psychology, University of Guelph has a vacancy for a tenure-track appointment at the Assistant or Associate Professor level in Industrial/Organizational Psychology. The appointee will be expected to contribute to a highly successful PhD program in I/O Psychology and to general teaching in the area of research methods or statistics. The successful candidate will be a graduate from a recognized program in I/O Psychology and should be willing to commit to a team approach to graduate program delivery The candidate should have established an active research program, a record of graduate supervision, teaching interests in the broad area of organizational psychology and an ability to teach some specialized areas such as organizational development or leadership Beyond that, we are seeking an individual who will complement and augment the existing faculty skill set, primarily on the organizational rather than industrial side. The primary focus of the teaching will be at the graduate level in I/O Psychology and in the areas of statistics, tests and measurement at the undergraduate or graduate level; the latter will require expertise in multivariate procedures and Item/Test techniques. Ideally, the candidate will also be able to contribute to teaching in the areas of social psychology or personality/individual differences. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is November 30, 1999 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted

UNIVERSITY OF TORONTO at Mississauga, Department of Psychology, invites applications for a tenure-track position (beginning July 1, 2000), at the rank of Assistant Professor in social, personality, or abnormal psychology. The candidate must have a PhD, a strong research record, and a commitment to excellence in teaching. Salary will be commensurate with qualifications and experience. A curriculum vitae, teaching portfolio and three letters of recommendation should be sent to Prof. Thomas Alloway, Department of Psychology, University of Toronto at Mississauga, Mississauga, Ontario, Canada L5L 1C6 Application deadline is October 15, 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women Advertisements using restrictive language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for xemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nacale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées a moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, ou l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à PAAUP, suite 500, 1012 14th. St. N.W., Washington, OC 20005; tél: (202)737 5900.

ADVERTISING RATES

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AD DEADLINES 1999-2000

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

ISSUE	CLASSIFIED	DISPLAY
November	October 8/99	October 15/99
December	November 5/99	November 12/99
January	December 3/99	December 10/99
February	January 7/00	January 14/00
March	February 7/00	February 14/00
April	March 6/00	March 13/00
May	April 7/00	April 14/00
June	May 5/00	May 12/00

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Stella Mazzarolo — Advertising Coordinator

TEL (613) 820.2270 *FAX* (613) 820.2417
EMAIL mazz@caut.ca

2675 Queensview Drive, Ottawa, ON K2B 8K2

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DATES LIMITES 1999-2000

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Novembre	8 octobre 1999	15 octobre 1999
Décembre	5 novembre 1999	12 novembre 1999
Janvier	3 décembre 1999	10 décembre 1999
Février	7 janvier 2000	14 janvier 2000
Mars	7 février 2000	14 février 2000
Avril	6 mars 2000	13 mars 2000
Mai	7 avril 2000	14 avril 2000
Juin	5 mai 2000	12 mai 2000

Les dates limites tombent à midi, NNE. Il n'y a aucune modification ou annulation après la date limite

LE BULLETIN DE L'ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité

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CAUT BULLETIN *Right on Target for Academics*

CAREERS SECTION · SECTION DES CARRIÈRES

PURE MATHEMATICS

UNIVERSITY OF WATERLOO — The Department of Pure Mathematics at the University of Waterloo expects one or more tenure-track positions starting July 1, 2000. For one position, the Department is particularly interested in candidates whose research interests are related to Algebra or Number Theory, including their computational aspects. However candidates in any area of Pure Mathematics will be considered. In order to be considered for a position, a Ph.D. is required. Postdoctoral experience is preferred. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt of applications is January 14, 2000. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. The department's web page is at http://math.uwaterloo.ca/PM_Dept/homepage.html.

SOCIOLOGY

UNIVERSITY OF WINDSOR — Sociology The University of Windsor invites applications for a tenure-track position in Criminology commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/faculty positions> Dr. Barry Adam, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Phone (519)253-3000, ext. 2190; Fax (519)971-3621; e-mail adam@uwindsor.ca

UNIVERSITY OF TORONTO — The Department of Sociology and Equity Studies in Education of the Ontario Institute for Studies in Education/University of Toronto, and the Institute for Women's Studies and Gender Studies at the University of Toronto, invite applications for a tenure track assistant or associate level position commencing January 1, 2000 (negotiable). The successful candidate will bring a feminist and anti-racist perspective to one or more of the following fields. 1) Women and Work; 2) Ecological Sustainability; 3) Global Development; 4) Indigenous Women's Issues. Capacity to teach feminist methods and a record of community involvement would be assets. Applicants should have a completed doctoral degree, evidence of research and publication, and a demonstrated commitment to undergraduate and graduate teaching. Please send a letter of application, curriculum vitae, teaching dossier, and one or two writing samples of article or chapter length, and arrange for three letters of reference to be forwarded to: Professor David Clandfield, Principal, New College, University of Toronto, 300 Huron Street, Toronto, Ontario M5S 3J6; Phone: 416-978-2461; Fax: 416-978-4345. The deadline for applications and supporting documents is September 20, 1999. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO AT SCARBOROUGH — Sociology. The University of Toronto at Scarborough, Division of Social Sciences, invites applications for a budget-approved, full-time tenure-stream position in Sociology at the Assistant Professor level, to commence 1 July 2000. The successful candidate will have a research and teaching interest in Ethnic and Race Relations, and will teach undergraduate and graduate courses in this area. Applicants must have a PhD in Sociology by the time of appointment; successful teaching experience, especially in large classes will be considered an asset. The University of Toronto at Scarborough has a diverse student body, and is located in the City of Toronto where there are about 80 ethnic groups speaking over 100 different languages and dialects. The closing date for applications is 31 October 1999. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and provide names, addresses (including e-mail) of three referees to: The Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4. The advertisement is directed to Canadian Citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

MCGILL UNIVERSITY — Sociology. Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of medical sociology, commencing September, 2000 Ability to teach qualitative or quantitative methods is expected. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. For more information on the Department visit its website at http://www.arts.mcgill.ca/programs/sor/ology. Interested persons should write to: The Chair, Appointments Committee, Department of Sociology, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should have three referees write on their behalf. Applications should be received by October 1st, 1999.

SOCIOLOGY & ANTHROPOLOGY

SIMON FRASER UNIVERSITY — The Department of Sociology and Anthropology invites applications for a tenure-track position in sociology at the rank of assistant professor for September 1, 2000 This position is subject to budgetary approval. Research focus on information technology and society, with teaching areas that include core sociology courses (introduction, theory and/or methods) and leisure/tourism required. The successful candidate will have a PhD in Sociology and a demonstrated excellence in undergraduate teaching. Applicants should send a covering letter describing their research and teaching interests, a curriculum vitae, and three letters of reference to: Ellen Gee, Chair, Department of Sociology and Anthropology, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, VSA 1S6 Canada. Deadline for completed applications is 1 December, 1999. This advertisement is directed to Canadian citizens and permanent residents. Other qualified applicants may be considered if qualified Canadian citizens or permanent residents cannot be found. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Potential applicants are invited to visit our web page for more information about the department: http://www.sfu.ca/sociology/.

SPANISH

UNIVERSITY OF BRITISH COLUMBIA — Applications are invited for an Assistant Professor of Spanish (tenure-track) position to commence July 1, 2000, subject to final budgetary approval. Candidate should have a specialization in twentieth-century Latin-American literature and also be qualified to teach modern Spanish peninsular literature. The successful candidate will be required to teach language courses at all levels. The successful candidate will also be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. We seek outstanding candidates who will complement existing strengths and interests in the Department and in Latin-American studies on campus. Requirements: PhD in hand, demonstrated record of publication and successful teaching, native or near-native fluency in Spanish. An interest in postcolonial theory and/or women's writing would be an asset. Applicants should send a current CV and publications. Applicants should also arrange for three letters of reference to be sent directly to: Richard G. Hodgson, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, Vancouver, BC V6T 1Z1; Tel: (604) 822-2875; Fax: (604) 822-6675; E-mail: fhis@arts.ubc.ca. Completed applications must be received by November 1, 1999. Applications received after the deadline may be considered until the position is filled. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

STATISTICS

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for a tenure-track position in Statistics. Department interests cover a wide range of topics in inference, statistical methods and theory, and areas of application. Applicants must have a PhD by the time of appointment, with research in statistics or probability. They must have demonstrated ability in research and good teaching and communication skills. Applications are welcome in all areas of statistics or probability, but are invited particularly in areas of computer intensive statistical methods. Duties include undergraduate and graduate teaching, and development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given also to more senior applicants. Salary will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The appointment is effective July 1, 2000 or later. The closing date for applications is December 31, 1999. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M. E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

STUDY OF RELIGION

UNIVERSITY OF TORONTO — East Asian Religions. The Department for the Study of Religion in the University of Toronto invites applications for a tenure-stream position in East Asian Religions, at the rank of Assistant Professor with a research focus on the religions of China. Applicants should have a Ph.D. in Religion or another appropriate field. They should display ability to teach introductory courses in world religions and in the study of religion as well as introductory and upper-level courses in their areas of specialization. Evidence of outstanding potential as a research scholar and as a teacher is required. Salary will be commensurate with qualifications and experience. A letter of application, curriculum vitae, evidence of teaching effectiveness, and three letters of reference should be sent to Professor J. Goering, Chair, Department for The Study of Religion, 123 St. George St., University of Toronto, Ontario M5S 2E8 Candidates invited for an interview will be asked to send samples of their published work. The appointment will be effective 1st July 2000. Applications should be received by October 15 1999. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

THEATRE

DALHOUSIE UNIVERSITY — Costume Design. The Department of Theatre at Dalhousie University invites applications for a tenure-track appointment, commencing in the academic year 2000-2001, to provide instruction in the diploma programme in costume studies. The successful candidate will teach in the following areas: costume history, and colour theory/dyeing/breakdown/millinery/textile fabrications, and the knowledge of show-related costume cutting. The successful candidate will also design costumes for four Department of Theatre productions. Qualifications expected are an advanced degree and/or appropriate professional theatre experience. Teaching experience at a post-secondary level considered an asset. Rank and salary will be commensurate with qualifications and experience. The deadline for applications is November 15, 1999. Application and names, addresses, and phone numbers of three references should be sent to: The Chairperson, Department of Theatre, Dalhousie University, Halifax, Nova Scotia B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

THEORETICAL ASTROPHYSICS

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS/INSTITUT CANADIEN D'ASTROPHYSIQUE THÉORIQUE — Senior Research Associate Positions. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more senior research associate positions of three to five years duration. The starting date will be 1 September, 2000. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. How to Apply: We would prefer electronic submissions. See the CITA web page at: http://www.cita.utoronto.ca for instructions. Applicants unable to access the web should mail: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to the Director of CITA. All applications and letters should be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. Deadline for applications and all letters of recommendation is 1 December, 1999

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS/INSTITUT CANADIEN D'ASTROPHYSIQUE THÉORIQUE — Postdoctoral Fellowships. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several postdoctoral fellowships of two to three years duration this year. The starting date will be 1 September, 2000 Funds will be available for travel and other research expenses. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the faculty at CITA whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation. How to Apply: We would prefer electronic submissions. See the CITA web page at: http://www.cita.utoronto.ca for instructions. Applicants unable to access the web should mail: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to the Director of CITA. All applications and letters should be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. Deadline for applications and all letters of recommendation is 1 December, 1999. Although first consideration will be given to Canadian citizens and permanent residents, we strongly encourage all qualified candidates to apply. The University of Toronto is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

WOMEN'S STUDIES

UNIVERSITY OF TORONTO — The Institute for Women's Studies and Gender Studies at the University of Toronto, and the Department of Sociology and Equity Studies in Education of the Ontario Institute for Studies in Education/University of Toronto, invite applications for a tenure track assistant or associate level position commencing January 1, 2000 (negotiable). The successful candidate will bring a feminist and anti-racist perspective to one or more of the following fields. 1) Women and Work; 2) Ecological Sustainability; 3) Global Development; 4) Indigenous Women's Issues. Capacity to teach feminist methods and a record of community involvement would be assets. Applicants should have a completed doctoral degree, evidence of research and publication, and a demonstrated commitment to undergraduate and graduate teaching. Please send a letter of application, curriculum vitae, teaching dossier, and one or two writing samples of article or chapter length, and arrange for three letters of reference to be forwarded to: Professor David Clandfield, Principal, New College, University of Toronto, 300 Huron Street, Toronto, Ontario M5S 3J6; Phone: 416-978-2461; Fax: 416-978-4345. The deadline for applications and supporting documents is September 20, 1999. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

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The University Has No Business in the Intellectual Property Business

By CLAIRE POLSTER

La question de la commercialisation des résultats de la recherche universitaire suscite des débats au sein de la collectivité universitaire. Dans le présent article, l'auteure explique son point de vue sur le sujet et propose que les universitaires défendent la thèse selon laquelle le savoir qu'ils créent dans les universités appartient au public et qu'ils n'en sont pas propriétaires, pas plus que les universités. Partant de la prémisse que les universitaires sont des fonctionnaires et non pas des entrepreneurs, elle estime, par conséquent, qu'ils ne peuvent prétendre que le fruit de leur labeur leur appartient en propre. Par ailleurs, l'université, en revendiquant une part plus grande dans la propriété intellectuelle, compromet son avenir en diminuant sa capacité à servir l'intérêt public, qui est justement la principale raison pour laquelle elle reçoit des fonds publics. Ainsi, les universitaires créant la propriété intellectuelle sont de moins en moins capables ou désireux de partager leurs résultats de recherche et leur savoir avec différentes collectivités sur diverses tribunes. Il est en effet de plus en plus tentant d'abandonner l'intérêt public en faveur d'intérêts particuliers. En participant de plus en plus à la propriété intellectuelle, l'université finira par ressembler à une quelconque entreprise privée du savoir créant surtout à l'intention de clients particuliers. L'auteure croit que les universitaires doivent s'opposer à la participation de l'université à la création de la propriété intellectuelle afin de la remettre à ses propriétaires légitimes et ainsi améliorer les chances de survie de l'université libérale.

THE battle over the ownership of the intellectual property produced in Canada's universities is going to heat up, particularly if the recommendations of the Expert Panel on the Commercialization of University Research are adopted by government.

Many academics and faculty associations are likely to argue that we, rather than our institutions, are the rightful owners of the knowledge we create.

I propose that the academic community instead make the case that neither we nor the institutions in which we work are entitled to own the knowledge we produce, but that all knowledge produced in our universities rightfully belongs to the public. In other words, we should make the case that the university has no business in the intellectual property business in the first place.

I make this proposal for three main reasons. First, it is just. Academics are public servants not entrepreneurs. We do not fund our research work out of our own pockets, and so we cannot claim the products of our labour as our personal property.

Further, because we do not have a legitimate claim to the knowledge we produce on university time, we are likely to lose the debate about rightful ownership of intellectual property in the court of public opinion.

Indeed, in taking the position that ownership of intellectual property should be ours, we help reinforce the view of academics as self-serving and unaccountable – the very view which is being promoted to advance agendas such as the introduction of performance indicators and the elimination of tenure.

More insidiously, this position also reinforces the misconception that industry's interests are identical to the public interest. This is because one of the main justifications for vesting intellectual property rights with the universities rather than with academics is that the former is more likely to successfully transfer it to national industries, thereby producing "a benefit to Canada."

Debating that we, rather than our institutions, should hold title to the knowledge we produce should also be avoided because it diverts our attention from the very serious threats to the liberal university's future that stem from intellectual property, regardless of who owns it.

The university's involvement in intellectual property is already eroding (and will progressively erode) its ability to reproduce itself in two ways.

On the one hand, it prevents academics from drawing on and replenishing the "commons of knowledge" – that pool of freely available public knowledge which is the lifeblood of the liberal university. Already, many academics' ability to access and produce freely available knowledge is being inhibited as intellectual property increases the costs of research, restricts the availability of various resources needed to produce public knowledge, and alters university reward structures so that the professional benefits of public knowledge production are diminished.

Sadly, in response, many academics are adopting individualistic strategies – such as forming research partnerships with corporations – which only exacerbate the problem, pressuring even more academics to engage in the production of private knowledge and depleting further the stock of public knowledge.

The second way in which its implication in intellectual property compromises the university's future is by reducing its ability to serve the public interest, which is the main reason why it receives public support and is a necessary condition of its continuing to receive that support.

Academics involved in the production of intellectual property are less able and/or willing to share their research and knowledge with a variety of communities in a variety of fora.

They may also be unable to protect the public from harm (as the Olivieri case revealed) and may actually damage the public interest either inadvertently or knowingly, such as when they grant exclusive licenses to inventions which inflate the price of consumer goods and/or retard scientific or economic development.

More generally, as the identification and exploitation of intellectual property become increasingly central to university operations, there are greater temptations and pressures to abandon the public interest in favour of particular interests.

These have already resulted in various scandals – for example those involving insider trading in public goods and the suppression of critical academic research – whose number is likely to increase with time, thereby provoking greater public disaffection with, and perhaps its ultimate abandonment of, the university.

Although the university's involvement in intellectual property will probably not result in its physical destruction, it will very likely lead to its fundamental transformation. As opposed to an institution that produces a broad range of freely available knowledge that serves the general interest in a variety of ways, the university will increasingly resemble any other knowledge business that produces mostly private knowledge in the service of particular clients.

This development should be of considerable personal concern to academics, as many of us will have no place in the new university, and many more of us will no longer be able to do the kinds of work that originally drew us into academia.

It is also of serious social significance as it will spell the end of one of the few remaining institutions devoted to knowledge production and transmission in the public interest, which, for all its flaws, is still a precious and possibly irreplaceable resource.

The loss of this institution would be tragic at any time. It is all the more so, however, when one considers the implications of what I refer to as "the global knowledge grab."

As Seth Shulman makes terrifyingly clear in *Owning the Future* (Houghton Mifflin, 1999), we are living in a time when the intellectual riches of the world, which were previously considered the common heritage of humanity, are being colonized, mainly by powerful transnational corporations. As you read this, property rights to seeds, genes and life forms are being fought over and awarded to a relatively small number of individuals and companies, as are the rights to ideas, concepts, interpretations, sounds, smells and even colours!

The implications of this appropriation and privatization of our technological, biological, and cultural heritage are as staggering as they are disastrous. Shulman does not exaggerate when he implies that it is now one of the most serious threats to our own, and to our planet's, well-being, one about which we all need to become much more informed and mobilized.

In the midst of this, we in the university have a unique opportunity to act. Rather than becoming one more victim of the global knowledge grab, we can take a leadership role in resisting it. In opposing the university's involvement in the production of intellectual property, we will not only be returning the knowledge we produce to its rightful owners and improving the liberal university's chances of survival; we will be defending the tremendously important principle, and the actual existence, of a commons of knowledge.

In the long term, we might do even more. The university could well become the centre of an already growing movement devoted to reclaiming, preserving, and ultimately enlarging the global pool of public knowledge in the interest of existing and future generations.

In the context of the global knowledge grab, I can think of no higher service academics can render to the public than defending the idea and reality of a vital commons of knowledge.

And I can think of no sadder prospect than our passing up this opportunity as we compete with university administrations for the right to own the knowledge produced in the academy.

As I write, I keep thinking of the story of Esau who sold his birthright for a bowl of soup. I deeply hope that the academic community learns from this story and acts on its lessons, for it is far more than our individual futures that are at stake. ■

(Claire Polster is an assistant professor in the Department of Sociology and Social Studies at the University of Regina. She has written a number of articles on federal government policy related to academic research. Her current research focuses on the development and extension of national and international intellectual property regimes.)

Many of the ideas presented here are developed in greater detail in her article, "The Future of the Liberal University in the Era of the Global Knowledge Grab," to be published in *Higher Education*.

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